

CONFIDENTIAL EMPLOYEE HISTORY

EMPLOYEE NAME												EMPLOYMENT DATE	STATUS																
Barnes, James K.												9/27/83	<input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> PART TIME <input type="checkbox"/> TEMPORARY																
YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	SECURITY CLEARANCE	LEVEL	DATE GRANTED

PAYROLL DATA

BIRTHDATE	12/5/52	SEX	SOCIAL SECURITY NO.	MARITAL STATUS	NAME OF SPOUSE	NO. OF CHILDREN
			420-76-1898	S M -3-90	N/A Edna R. Barnes	1
FEDERAL WITHHOLDING:		EXEMPTIONS CLAIMED				
		ADDITIONAL AMOUNT WITHHELD				

	DATE ELIGIBLE	DATE JOINED	DATE WITHDRAWN	INSURANCE	DATE ELIGIBLE	DATE JOINED	DATE WITHDRAWN
UNION STATUS	9/27/83			LIFE	9/27/83	9/27/83	
PENSION PLAN	9/27/83	9/27/83		MEDICAL - SELF	9/27/83	9/27/83	
CREDIT UNION	9/27/83			DEP.			
				MAJ. MED. - SELF	9/27/83	9/27/83	
				DEP.			

GENERAL INFORMATION

ADDRESS	1049 Largo Lane	CITY	Montgomery	STATE	AL	ZIP	PHONE
ADDRESS	3115 Old Selma Road	CITY	Montgomery	STATE	AL	ZIP	PHONE
ADDRESS	1049 Largo Lane	CITY		STATE		ZIP	PHONE
ADDRESS		CITY		STATE		ZIP	PHONE

IN EMERGENCY NOTIFY	RELATIONSHIP	CITY	STATE	ZIP	PHONE
Linda R. Barnes	Wife				7-12-86
	RELATIONSHIP	CITY	STATE	ZIP	PHONE
					507-0633

RELATIVES OR FRIENDS EMPLOYED BY THIS CO.	NAMES	RELATIONSHIP	NAMES	RELATIONSHIP

EDUCATION	ELEM. J H S 7 th S H S	SPECIAL SKILLS OR TRAINING
	COLLEGE 1 2 3 4 MAJOR	
	OTHER	

TERMINATION RECORD

<input type="checkbox"/> RESIGNATION	REASON	Defendant's Exhibit A2
DATE		
<input type="checkbox"/> DISMISSAL	REASON	
DATE		
RECOMMENDED	REASON	

Form 10

CITY AND COUNTY OF MONTGOMERY
PERSONNEL DEPARTMENT
RECOMMENDATION FOR PERSONNEL ACTION

Submit in Triplicate

Department/Division	Fleet Management	Date	11/17/04
Name of Employee	James Ken Barnes	Effective Date	11/16/04
Social Security #	420-76-7898	Classification	Auto Mechanic
		Job Code	5243

Item 2 requires the signature of both department heads. Items 2, 3, 4, 5, 6, 15 require approval of Personnel Director before action is official. Items 3, 4, 5, 7 must have copy of letter to employee attached. Item 8 should have copy of letter of resignation.

1. Transfer within department	()	9. Retirement	(<input checked="" type="checkbox"/>)
2. Transfer to another department	()	10. Separation by death	()
3. Demotion	()	11. Expiration by Temporary Appointment	()
4. Layoff	()	12. Return Leave Without Pay	()
5. Dismissal	()	13. Return from Military Leave	()
6. Leave without pay	()	14. Change of Name	()
7. Suspension	()	15. Change in Salary	()
8. Resignation	()	16. other	()

ITEMS AFFECTED BY ACTION	FROM	TO
Department (items 1 & 2)		
Classification & Salary (items 1 2 3)		
Dates (items 6 & 7)		
Name (Item 14)		
Amount (Item 15)		
Other (Item 16)		
Funds are available	<i>J. David Barnes</i> Disbursing Officer	<i>NOV 18 2004</i>

Explanation and remarks (Give reason for any action which is not self-explanatory)

(Signed) 1.	<i>Bobby W. Bright</i>	Date <i>NOV 18 2004</i>
	Appointing Authority	
2.	<i>James Ken Barnes</i>	Date <i>11/17/2004</i>
3.		Date _____
4.	<i>Barbara M. Montoya</i>	Date <i>NOV 24 2004</i>
	Personnel Director	

CITY OF MONTGOMERY, ALABAMA

BI-WEEKLY TIME RECORD

4800 DEPT/DIV/GARAGE
NO. 5243 TITLE AUTO MECHANIC -
PAY PERIOD: 24

PAY PERIOD ENDING: 11/18/04

EMPLOYEE NAME: JAMES K BARNES
EMPLOYEE NO: 420-76-7898

HOURLY RATE 17.5413

ACCUED LEAVE BALANCE AT 11/05/04 ANNUAL 38.0 SICK 4.0 SCH. HRS. 80.0000 COMP 31.8

TYPE OF HOUR CODES

01 REGULAR
02 OVERTIME
10 ANNUAL LEAVE
11 SICK LEAVE
15 NEW COMPENSATORY LEAVE
52 TIME & 1/2 OVERTIME

25 MILITARY LEAVE
26 JURY DUTY W/PAY
27 RELIEVED OF DUTY W/PAY
28 EDUCATIONAL LEAVE W/PAY

29 REGULAR LEAVE W/O PAY
30 RELIEVED OF DUTY W/O PAY
31 MILITARY LEAVE W/O PAY
32 SUSPENSION
36 NO WORK AVAILABLE

90 INSTRUCTORS FEES
53 HOLIDAY PAY
54 HOLIDAY PERSONAL LEAVE

EMPLOYEE SHOULD SIGN
IF LEAVE TIME IS USED.

X unavailable

EMPLOYEE SIGNATURE

CERTIFIED BY:

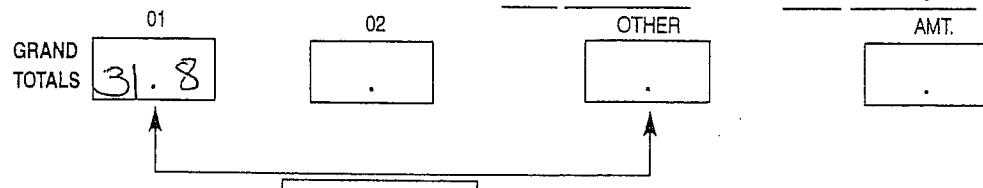
James F. Gaddis

SUPERVISOR SIGNATURE

	HOURS						AMOUNT		
	REGULAR 01		OVERTIME 02		CODE	OTHER	CODE	OTHER	
	HOURS	FUND	HOURS	FUND		HOURS	FUND	AMT	FUND
FRI 11/5	0					8	10		
SAT	-								
SUN	-								
MON 11/8	8								
TUES	7.8					.2	10		
WED	8								
THURS	0					8	53		
FRI 11/12	8								
SAT	-								
SUN	-								
MON 11/15	0					8	10		
TUES	-								
WED	-								
THURS	-								

COMP TIME TO BE ADDED TO ACCRUED

PERSONAL 49/

COMP. 99/
CODE TOTAL HOURS

TOTAL REGULAR PLUS OTHER
MUST EQUAL SCHEDULED HOURS

→ 56.0

NOTATIONS: Retired effective 11/16/05.



**City of
Montgomery, Alabama**

Employees' Retirement System

MEMORANDUM

TO: TERRY H GADDIS, DIRECTOR
FLEET MANAGEMENT

FROM: CLAIRE KING *(Handwritten checkmark)*
ADMINISTRATOR

DATE: 10/14/04

SUBJECT: EMPLOYEE RETIREMENT

This is to inform you JAMES K BARNES, has filed the necessary application with the Employees' Retirement System for their retirement to be effective 11/16/04. The last day for active status (work time, leave time or off days) will be 11/15/04.

PERSONNEL DEPARTMENT
RECOMMENDATION FOR PERSONNEL ACTION

Department/Division	CITY SHOP	Date	10/5/2002
Name of Employee	JAMES K BARNES	Effective Date	10/11/2002
Social Security #	420-76-7898	Classification	AUTO MECHANIC - SMALL GAS ENG
		Job Code	5243

Item 2 requires the signature of both department heads.

Items 2, 3, 4, 5, 6, 15 require approval of Personnel Director before action is official. Items 3, 4, 5, 7 must have copy of letter to employee attached. Item 8 should have copy of letter of resignation.

1. Transfer within department	()	9. Retirement	()
2. Transfer to another department	()	10. Separation by death	()
3. Demotion	()	11. Expiration by Temporary Appointment.....	()
4. Layoff	()	12. Return Leave Without Pay.....	()
5. Dismissal	()	13. Return from Military Leave.....	()
6. Leave without pay	()	14. Change of Name	()
7. Suspension	()	15. Change in Salary	(x)
8. Resignation	()	16. Change in Title	()

ITEMS AFFECTED BY ACTION	FROM	TO
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Department
(Items 1 & 2)

Classification & Salary
(Items 1, 2, 3)

Dates
(Items 6 & 7)

Name
(Item 14)

	Pos/Grade/Step	5243	310	8	5243	S09	10
Amount	Hrly/BW	16.142	1,291.36		16.6495	1,331.96	
(Item 15)	Annual	33,575.36			34,631.00		

Other
(Item 16)

Funds are available

Disbursing Officer

Date

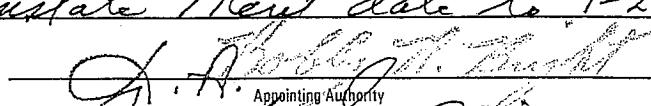
OCT - 9 2002

Explanation and remarks (Give reason for any action which is not self-explanatory)

Employee warrants 1 step merit increase per rule 4 of new Pay Plan.

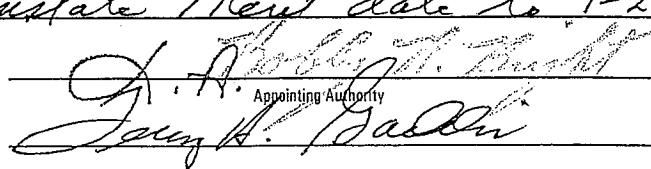
reinstate Merit date to 9-27-83 29

(Signed) 1.


Appointing Authority

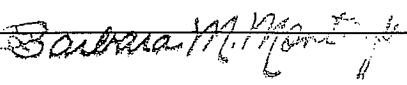
Date OCT - 9 2002

2.



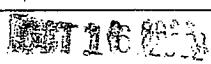
Date Oct 5, 2002

3.



Date

4.



Date OCT 16 2002

Personnel Director

FORM 100

CITY PAYROLL DEPARTMENT

SUBMIT IN TRIPPLICATE

Section A To be completed for items 1, 2, 3, 15 & 16 on Form 10 and Promotion on Form 5

Dept./Div. Number 4800/711 Employee's Name JAMES K BARNES

FIRST M.I. LAST

Effective Date 10/11/2002 Social Security Number 420-76-7898

MO. DA. YR.

CURRENT CLASSIFICATION & SALARY 5243 310 8
JOB CODE PAY RANGE STEP

NEW CLASSIFICATION & SALARY INFORMATION

NEW PAYROLL/DEPT#

IF APPLICABLE
REVIEW DATE
FOR NEXT
INCREASE

NEW JOB CODI 5243

NEW PAY RANGE S09

NEW STEP 10

9/11/06 11/18/02
(MO/DAYR)

ITEM 15 NEW HOURLY RATE: 16.6495 WKLY / BW 1,331.96 SCH. HOURS

IF ACTION INVOLVES A PAY OUT ON PAYROLL, WAS EMPLOYEE ADVANCED WORK TIME ON BI-WKLY 4/15/83
WEEKLY PAYROLL 4/8/83 OR BI-WEEKLY/WEEKLY 1985?

YES/NO

IF YES: HOW MANY HOURS WERE ADVANCED:

(1983) HOURS

(1985) HOURS

TOTAL 0.0 HOURS

AFTER TIME USED ON FINAL TIME SHEET, PAY REMAINING LEAVE BALANCES AS FOLLOWS:

ANNUAL LEAVE HOURS:

SICK LEAVE HOURS: (1/2 Accrued)

COMPENSATORY HOURS

PERSONAL LEAVE HOURS:

TOTAL LEAVE HOURS: 0.0

LAST DAY IN PAY STATUS:

Section B To be completed with Forms 3,5,8,9 & 40 or Re-employment on Form 10

DEPARTMENT/DIVISION NUMBER: VERIFIED SOCIAL SECURITY NUMBER

THE FOLLOWING PERSON HAS BEEN APPOINTED TEMPORARY: PERMANENT:

NAME:

FIRST: MI LAST EFFECTIVE DATE: (MO/DA/YR)

STREET ADDRESS CITY STATE ZIP PHONE NUMBER

RACE SEX MARITAL STATUS NO. OF DEPENDENTS BIRTHDAY

HOURLY RATE JOB CODE PAY RANGE STEP REVIEW DATE

PAID: WILL ACCRUE LEAVE: WILL PAY RETIREMENT:
WEEKLY YES YES
BI-WEEKLY NO NO

SCHEDULED HOURS PER PAY PERIOD: NON-SCHEDULED, PAID HOURS WORKED ONLY:

WAS EMPLOYEE PREVIOUSLY EMPLOYED BY THE CITY OF MONTGOMERY? PAID WKLY OR BW
YES/NOIF YES: DEPT # TERM. DATE PREVIOUS SERVICE
MONTHS DAYS YEARS

REMARKS:

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FORM 10

Submit in Triplicate

CITY AND COUNTY OF MONTGOMERY
PERSONNEL DEPARTMENT
RECOMMENDATION FOR PERSONNEL ACTION

Department/Division City Shops/4800 Date 11 Nov 93

Name of Employee James K. Barnes Effective Date 19 Nov 93

Classification Auto Mechanic-Small Gas Engine Job Code 5243

Item 2 requires the signature of both department heads.

Items 2, 3, 4, 5, 6, 15 require approval of Personnel Director before action is official. Items 3, 4, 5, 7 must have copy of letter to employee attached. Item 8 should have copy of letter of resignation.

1. Transfer within department.....	()	9. Retirement.....	()
2. Transfer to another department	()	10. Separation by death	()
3. Demotion	()	11. Expiration of Temp. Apt.	()
4. Layoff.....	()	12. Return LWOP.....	()
5. Dismissal.....	()	13. Return from Military Lv.	()
6. Leave without Pay.....	()	14. Change in Name	()
7. Suspension	()	15. Change in Salary	(XX)
8. Resignation.....	()	16.	

ITEMS AFFECTED BY ACTION

FROM

10

**Department
(Items 1 & 2)**

**Classification & Salary
(Items 1, 2, 3)**

Dates
(Items 6 & 7)

Name
(Item 14)

Amount
(Item 15) \$27,630 \$28,625
\$1,062.70 (13,283.7) \$1,100.98 (13,762.2)

Other
(Item 16)

If Action is Resignation or Layoff, is Reemployment Recommended? Yes () No ()

Funds are available NOV 12 1993 Date NOV 12 1993
Disbursing Officer

Explanation and remarks (Give reason for any action which is not self-explanatory)

(Signed) 1.		Appointing Authority	Date NOV 15 1993
2.		Personal Director	Date 11 Nov 93
3.			Date
4.		Personal Director	Date NOV 17 1993

FORM 100
Revised 3/1/84

CITY AND COUNTY OF MONTGOMERY

PERSONNEL DEPARTMENT

SUBMIT IN TRIPPLICATE
WITH FORM 10SECTION A

(ITEM 16) If action is re-employment, downgrade (B/W to Wkly), upgrade (Wkly to B/W), or temporary to permanent status, complete Section B instead of Section A.

DEPT/DIV NO. City Shops/4800 EMPLOYEE'S NAME James K. BarnesEFFECTIVE DATE Nov / 19 / 93 (MO/DA/YR) SOCIAL SECURITY NO. / / CURRENT CLASSIFICATION & SALARY (ITEMS 1, 2, &3) JOB CODE 5243 PAY RANGE 310 STEP 7(ITEM 15) NEW HOURLY RATE \$ 13 .7622 REVIEW DATE FOR NEXT PAY INCREASE / /
MO DA YR

(ITEM 3, 16 on FORM 10, PROMOTION on FORM 5)

NEW JOB CODE NEW PAY RANGE NEW STEP REVIEW DATE FOR NEXT PAY INCREASE
 / / MO/DA/YR

IF ACTION IS INVOLVING A PAY OUT ON PAYROLL:

Was employee advanced work time on 4/15/83 B/W or 4/8/83 Wkly Payroll? YES () NO ()

If YES: How many hours were advanced: HrsAfter time used on final time sheet, pay remaining leave balance as follows: ANNUAL LEAVE HOURS: SICK LEAVE HOURS: (1/2 ACCRUED)COMPENSATORY HOURS: TOTAL LEAVE HOURS: LAST DAY IN PAY STATUS / / (MO/DA/YR)SECTION B

SUBMIT IN TRIPPLICATE WITH FORMS 3, 5, 8, 9, & 40

DEPT/DIV NO. VERIFIED SOCIAL SECURITY NO. / /

The following person has been appointed: TEMPORARY () PERMANENT ()

NAME: EFFECTIVE DATE: / /
First M.I. Last MO DA YR STREET ADDRESS: CITY STATE ZIP CODE RACE SEX MARITAL STATUS NO. DEPENDENTS BIRTHDATE / /
MO DA YR Hourly Rate \$ Job Code Pay Range Step Review Date for next
Pay Increase / / (MO/DA/YR)

PAID: Wkly () B/W () Will Accrue Leave: Yes () No () Will pay Retirement: Yes () No ()

Scheduled Hours per Pay Period: Non-scheduled, pay hours worked only:
Yes () No ()

Was Employee previously employed by the City of Montgomery: Yes () No ()

If Yes: / Was paid: Wkly () B/W ()
Department Date Terminated

REMARKS:

CITY AND COUNTY OF MONTGOMERY
PERSONNEL DEPARTMENT

PERSONNEL BOARD
MR. JOHN J. HOGG, JR., CHAIRMAN
MR. C. LAMAR CHAMPION
MR. EDWARD F. CROWELL

P.O. BOX 1111
MONTGOMERY, ALABAMA 36101-1111

BARBARA M. MONTOYA
PERSONNEL DIRECTOR
KAREN B. CASON
ASSISTANT PERSONNEL DIRECTOR
TELEPHONE: 205-241-2875
FAX: 205-241-2219

November 9, 1993

Mayor Emory Folmar
City Hall
103 N. Perry Street
Montgomery, Alabama

Dear Mayor Folmar:

The Personnel Board asked me to advise you that they approved your request to adjust the salary range for Auto Mechanic-Small Gas Engine (5243) from \$21,670/\$27,630 to \$21,670/\$28,625.

If I can be of further assistance, please let me know.

Yours truly,

Barbara M. Montoya
Barbara M. Montoya
Personnel Director

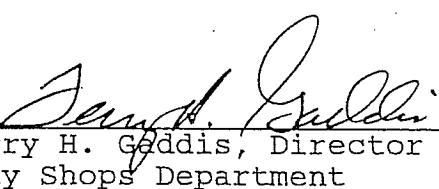
CC: Mr. Jim Buckalew
Mr. Don Hayes

DATE: 20 Sep 1996

TO: Mr. James Barnes #362

SUBJECT: Assigned Duty Hours

1. Effective 20 Sept. 1996, you are hereby assigned the following duty hours. You are to report to work no later than 0700 hours, Monday through Friday. You will have a ONE HALF HOUR LUNCH PERIOD, which is to be coordinated with your supervisor. Your duty period ends at 1530 hours.
2. Holidays and weekend overtime may have different working hours. Weekend or holiday work schedules will be posted near the time clock reflecting the individuals scheduled for work, plus their work hours.
3. Your assigned duties are: AUTO MECHANIC-SMALL GAS ENGINE. From time to time your duty assignment may be changed due to Departmental requirements. The Class Specification as outlined in the City and County of Montgomery Personnel Rules and Regulations, Rule V states, in part, the following....."They are intended to indicate the kinds of positions that are allocated to the several classes, as determined by their duties and responsibilities, and shall not be construed as declaring to any extent, or in any way what the duties or responsibilities of any position shall be, or as limiting or in any way modifying the power of any appointing authority or administrative officer to assign, direct and control the work of employees under supervision."
4. Mr. KENDRICK, your supervisor, will outline your specific duties.



Terry H. Goddis, Director
City Shops Department

M E M O R A N D U M

TO: Payroll Clerk, Garage Department

DATE: June 3, 1998

SUBJECT: Overtime Designation

In accordance with Personnel Rule VIII, Section 2 and 3, dealing with Overtime and Legal Holidays -- Excerpt from Section 2, (a) (3), as follows: "The employee has the sole option, by stating in writing, prior to the time that overtime work is performed, of either accepting overtime pay or compensatory time."

Therefore, in lieu of the above, I understand that I have the option to either accept overtime pay or compensatory time, as I have designated by the placement of my signature on the appropriate line below.

Ken Barnes
(TYPE EMPLOYEE'S LAST NAME)

362
EMPLOYEE NO.

In accordance with Personnel Rule VIII, I elect to receive pay for any overtime hours worked.

Employee's Full Signature

In accordance with Personnel Rule VIII, I elect to credit any overtime hours worked to Compensatory Leave.

X Ken Barnes
Employee's Full Signature

NOTE: I may elect to change my option at any future date by presenting a new letter reflecting my decision. All letters will remain in effect until changed by the employee.

M E M O R A N D U M

TO: Payroll Clerk, Garage Department

DATE: 11-26-97

SUBJECT: Overtime Designation

In accordance with Personnel Rule VIII, Section 2 and 3, dealing with Overtime and Legal Holidays -- Excerpt from Section 2, (a) (3), as follows: "The employee has the sole option, by stating in writing, prior to the time that overtime work is performed, of either accepting overtime pay or compensatory time."

Therefore, in lieu of the above, I understand that I have the option to either accept overtime pay or compensatory time, as I have designated by the placement of my signature on the appropriate line below.

Barnes

(TYPE EMPLOYEE'S LAST NAME)

367

EMPLOYEE NO.

In accordance with Personnel Rule VIII, I elect to receive pay for any overtime hours worked.

Ken Barnes
Employee's Full Signature

In accordance with Personnel Rule VIII, I elect to credit any overtime hours worked to Compensatory Leave.

Employee's Full Signature

NOTE: I may elect to change my option at any future date by presenting a new letter reflecting my decision. All letters will remain in effect until changed by the employee.

M E M O R A N D U M

TO: Payroll Clerk, Garage Department

DATE: 21 November 1994

SUBJECT: Overtime Designation

In accordance with Personnel Rule VIII, Section 2 and 3, dealing with Overtime and Legal Holidays -- Excerpt from Section 2, (a) (3), as follows: "The employee has the sole option, by stating in writing, prior to the time that overtime work is performed, of either accepting overtime pay or compensatory time."

Therefore, in lieu of the above, I understand that I have the option to either accept overtime pay or compensatory time, as I have designated by the placement of my signature on the appropriate line below.

BARNES, James K.
(TYPE EMPLOYEE'S LAST NAME)

362
EMPLOYEE NO.

In accordance with Personnel Rule VIII, I elect to receive pay for any overtime hours worked.

Employee's Full Signature

In accordance with Personnel Rule VIII, I elect to credit any overtime hours worked to Compensatory Leave.

James K. Barnes
Employee's Full Signature

NOTE: I may elect to change my option at any future date by presenting a new letter reflecting my decision. All letters will remain in effect until changed by the employee.

MEMO

To: All City Employees

From: F. Tim McCollum *FTM*
City Attorney

Subject: Ethics Code Violations

Date: June 10, 1998

To reiterate - The City of Montgomery's policy towards employee Ethics Code violations is as follows:

"No public official or public employee shall use or cause to be used equipment, facilities, time, materials, human labor, or other public property under his or her discretion or control for the private benefit or business benefit of the public official, public employee, any other person . . ." §36-25-5(c) Code of Alabama, 1975.

Every employee of the City of Montgomery is a "public employee". Every employee is entrusted by the taxpayers of this city with the responsibility of carrying on business beneficial to the taxpayer. If an employee uses city/taxpayer time, equipment, facilities, materials, his or her work time, someone else's work time, or other public property for personal gain, that employee is guilty of violating the above quoted section. Summed up, the employee cannot use any City equipment to make money or gain a personal benefit. Any employee who engages in the activities described above will be subject to severe disciplinary action in addition to any prosecution by the Alabama Ethics Commission.

FTMcC/mwf

On this the 11 day of JUNE, 1998, I have read the above memorandum and I understand the same.

Ken Bannister
Employee's Signature

GARAGE Department

FLEET MANAGEMENT DEPARTMENT

CITY OF MONTGOMERY

WRITTEN REPRIMAND

TO: Mr. James Barnes
FROM: Royce Albright, Superintendent
Auto Light
DATE: 09 January 2003
SUBJECT: LETTER OF REPRIMAND

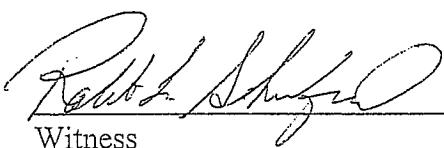
Mr. James Barnes, Employee Number 362, is being given a Written Letter of Reprimand for failure to clock in on Wednesday, 08 January 2003. Operating Instruction No. 08, Paragraph 3 states in part, "Failure or neglect to clock in or out is considered a violation " of OI No. 08 which establishes policy and procedure for using the time clock and time accounting procedure. Mr. Barnes's start time is 0700.

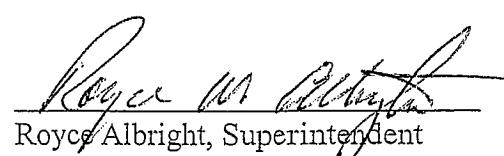
It is the responsibility of an employee to ensure he clocks out when he ends his work shift, even if he leaves earlier or later than his scheduled shift time. Failure to follow this rule is a violation of Operating Instruction No. 08, Paragraph 3, as outlined above.

Employees receiving three (3) reprimands in a 180-day period for any violations in Paragraph Eight (8) CAN EXPECT TO RECEIVE A THREE (3) DAYS SUSPENSION WITHOUT PAY.

This is Mr. Barnes's first violation of this Operating Instruction within a 180-day period. The 180-day period for this violation will end 07 July 2003.

THIS LETTER OF REPRIMAND HAS BEEN READ TO MR. BARNES.


Witness


Royce Albright, Superintendent


Employee Signature

Employee Time Card Report

Employee: 362 BARNES JAMES
Department: Auto Cycle
Work rule: 0700-1530-99

From: 01/03/2003
To: 01/16/2003

Date	Day	Type	Act.	Act.	Total	Miss.				Pay	Late	Early	Adj.	All	Man		
			Entry	Exit	Time	Time	Reg.	Prm 1	Prm 2	OT1	OT2	Abs.	Entry	Exit	Time	Excp.	Edit
01/03	Fri	Regular	6.54	15.27	8.33		0.30	8.03									
01/04	Sat	Weekend															
01/05	Sun	Weekend															
01/06	Mon	Regular	6.53	15.25	8.32		0.30	8.02									
01/07	Tue	Regular	6.53	15.26	8.33		0.30	8.03									
01/08	Wed	Regular	15.25		8.00											Missing	
01/09	Thu	Regular	6.53		8.00											Missing	

Time classes:				Pay categories:			Exceptions:					
Tot.	Reg.	1.30	Tot.	Sick	PTot.	100%	26.10	Late	Entry	Total	Late	
Tot.	Prm1	24.08	Tot.	Vac.	PTot.	OT1		Early	Exit	Total	Early	Employee: _____
Tot.	Prm2		Tot.	Hol.	PTot.	OT2		Sched	Days	5	Act.	Days
Tot.	OT1		Tot.	Berv.	PTot.	Abs.		Miss.	Time	14.22		3
Tot.	OT2		Tot.	Oth.								Supervisor: _____

Employee Time Card Report										
Employee:	374	DUNN GLEN	Department:	Heavy Equipment	From:	To:	Work rule:	0530-1400-99	04/03/2003	01/16/2003
Act.	Act.	Total Miss.	Reg.	Prm 1	Prm 2	OT1	OT2	Abs.	Entry	Exit
Act.	Act.	Total Miss.	Reg.	Prm 1	Prm 2	OT1	OT2	Abs.	Entry	Exit
01/03 Fri	Regular	Weekend	8.00							
01/04 Sat	Regular	Weekend	8.00							
01/05 Sun	Regular	Weekend	8.00							
01/06 Mon	Regular	Weekend	8.00							
01/07 Tue	Regular	Weekend	8.00							
01/08 Wed	Regular	Weekend	8.00							
Absence										
Absence										
Absence										
Absence										
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CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

WRITTEN REPRIMAND

TO: Mr. James K. Barnes #362

FROM: Terry H. Gaddis, Director
City Shops Department

DATE: 23 July 2001

SUBJECT: LETTER OF REPRIMAND

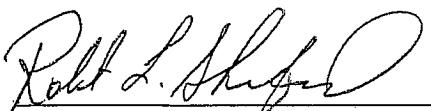
Mr. James K. Barnes, Employee Number 362, is being given a Written Letter of Reprimand for failure to clock in. Operating Instruction No. 08, Paragraph 3 states in part, "Failure or neglect to clock in or out is considered a violation" of OI No. 08 which establishes policy and procedure for using the time clock and time accounting procedure. Mr. Barnes states that he was here at work, but failed to clock in at his regular shift start time.

It is the responsibility of an employee to ensure he clocks out when he ends his work shift, even if he leaves earlier or later than his scheduled shift time. Failure to follow this rule is a violation of Operating Instruction No. 08, Paragraph 3, as outlined above.

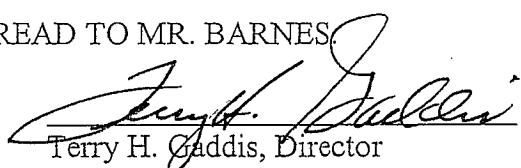
Employees receiving three (3) reprimands in a 180-day period for any violations in Paragraph Eight (8) CAN EXPECT TO RECEIVE A THREE (3) DAYS SUSPENSION WITHOUT PAY.

This is Mr. Barnes's second (2nd) violation of this Operating Instruction within a 180-day period. The 180-day period for this violation will end 15 January 2002.

THIS LETTER OF REPRIMAND HAS BEEN READ TO MR. BARNES



Witness



Terry H. Gaddis, Director



Employee Signature

CITY SHOPS DEPARTMENT

07/23/2001

7:20

Page:

18

Employee Time Card Report

Employee: 362 BARNES JAMES
 Department: Auto Cycle
 Work rule: 0700-1530-99

From: 07/20/2001
 To: 08/02/2001

Date	Day	Type	Act. Entry	Act. Exit	Total Time	Miss. Time	Reg.	Prm 1	Prm 2	OT1	OT2	Pay Abs.	Late Entry	Early Exit	Adj. Time	All	Man Excp.	Man Edit
07/20	Fri	Regular	7.04	15.25	8.21		0.30	7.51				0.04					Late entry	
07/21	Sat	Weekend																
07/22	Sun	Weekend																
07/23	Mon	Regular		6.53		8.00											Missing	

Time classes:				Pay categories:				Exceptions:									
Tot.	Reg.	0.30	Tot.	Sick	PTot.	100%	8.21	Late	Entry	1	Total	Late	0.04		Employee:		
Tot.	Prm1	7.51	Tot.	Vac.	PTot.	OT1		Early	Exit		Total	Early					
Tot.	Prm2		Tot.	Hol.	PTot.	OT2		Sched	Days	2	Act.	Days	1				
Tot.	OT1		Tot.	Berv.	PTot.	Abs.		Miss.	Time	7.39							
Tot.	OT2		Tot.	Oth.												Supervisor:	

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

WRITTEN REPRIMAND

TO: Mr. James K. Barnes #362

FROM: Terry H. Gaddis, Director
City Shops Department

SUBJECT: Written Letter of Reprimand

DATE: 5 March 2001

Mr. James K. Barnes, Employee Number 362, is being given a Written Letter of Reprimand for failure to call his Supervisor Thursday, 1 March 2001, to say that he would be late reporting to duty that day. Mr. Barnes overslept and because of the lateness of the hour when he awoke, he decided to come into work rather than calling in.

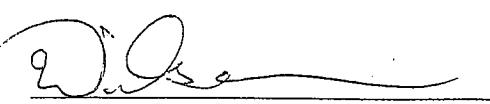
When employees are going to be late reporting to duty, they are to call their Supervisor PRIOR to the time their shift begins, and if they are not going to report for duty on that shift at all, it is their responsibility to call again to inform their supervisor of their change in plans. Failure to make this call as directed is a violation of Operating Instruction 08 Paragraph 6, which states, "Failure to call Foreman prior to shift start time will result in a Written Letter of Reprimand"....

Employees receiving three (3) Written Letters of Reprimand in a 180-day period for any violation in OI 08 can expect to receive a three (3) day suspension without pay.

This is Mr. Barnes' first (1st) violation of this Operating Instruction within a 180-day period. The 180-day period for this violation will end 27 August 2001. This letter of reprimand has been read to Mr. Barnes.


Terry H. Gaddis, Director


Employee Signature


Witness

Employee Time Card Report

Employee: 362 BARNES JAMES

Department: Auto Cycle

From:

02/16/2001

Work rule: 0700-1530-99

To:

03/01/2001

2.9 (10) No Call In

Date	Day	Type	Act.	Act.	Total	Miss.	Reg.	Prm 1	Prm 2	OT1	OT2	Pay	Late	Early	Adj.	All	Man	
			Entry	Exit	Time	Time												
2/16	Fri	Regular	6.55	15.25	8.30		0.30	8.00										
2/17	Sat	Weekend																
2/18	Sun	Weekend																
2/19	Mon	Regular	5.53	14.25	8.32		0.30	8.02									Early entry	
2/20	Tue	Regular	8.54	15.25	6.31	1.29	0.30	6.01					1.54				Late entry	
2/21	Wed	Regular	6.58	15.25	8.27		0.30	7.57										
2/22	Thu	Regular			8.00												Absence	
2/23	Fri	Regular	6.57	15.25	8.28		0.30	7.58										
2/24	Sat	Weekend																
2/25	Sun	Weekend																
2/26	Mon	Regular	6.58	15.25	8.27		0.30	7.57										
2/27	Tue	Regular	8.49	15.25	6.36	1.24	0.30	6.06					1.49				Late entry	
2/28	Wed	Regular	6.56	15.25	8.29		0.30	7.59										
3/01	Thu	Regular	9.52	15.25	5.33	2.27	0.30	5.03					2.52				Late entry	

Time classes:

Tot.	Reg.	4.30	Tot.	Sick
Tot.	Prm1	65.03	Tot.	Vac.
Tot.	Prm2		Tot.	Hol.
Tot.	OT1		Tot.	Berv.
Tot.	OT2		Tot.	Oth.

Pay categories:

PTot.	100%	69.33
PTot.	OT1	0.28
PTot.	OT2	
PTot.	Abs.	

Exceptions:

Late	Entry	3	Total	Late	6.35
Early	Exit	1	Total	Early	
Sched	Days	10	Act.	Days	9
Miss.	Time	10.27			

Employee: _____

Supervisor: _____

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes, #362

FROM: Terry H. Gaddis, Director
City Shops Department

DATE: 07 May 1998

SUBJECT: LETTER OF REPRIMAND

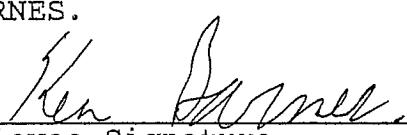
Mr. James K. Barnes, Employee #362, is being given a Written Letter of Reprimand for failure to call the Control Center/Foreman PRIOR to his shift start time on 06 May 1998. Mr. Barnes's Shift Time begins at 0700 hours. When employees are going to be late reporting to duty, or will not report for work at all on any given day they are to call the Control Center or their Foreman PRIOR to time their shift begins. Failure to make this call as directed is a violation of Operating Instruction No. 08, Paragraph 6, which states "Failure to call Control Center/Foreman prior to shift start time will result in a Written Reprimand".

There were unforeseen circumstances, according to Mr. Barnes's Foreman, Mr. Kendrick; however the call stating he would be late was not made and he did clock in three (3) minutes after his shift time began.

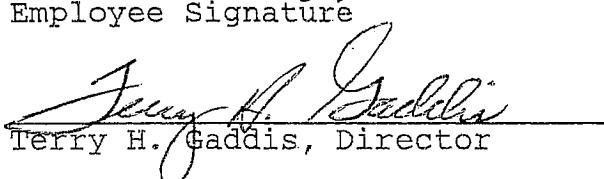
Employees receiving three (3) reprimands in a 180-day period for any violations in Paragraph Eight (8) CAN expect to receive a three (3) day suspension without pay.

THIS IS MR. BARNES'S SECOND VIOLATION OF THIS OPERATING INSTRUCTION WITHIN A 180-DAY PERIOD. THE 180-DAY PERIOD FOR THIS VIOLATION WILL END 02 NOVEMBER 1998.

THIS REPRIMAND HAS BEEN READ TO MR. BARNES.


Employee Signature


WITNESS


Terry H. Gaddis, Director

BADGE: 356
 GROUP: 0700-1530-99
 EMP: SHUFORD, R

4.0 (11)

DATE	CLOCK IN	CLOCK OUT	ROUND IN	ROUND OUT	REG	OT1	OT2	OT3	ST1	ST2
05/06/98	6:54	10:59	6:54	10:59	4:05	0:00	0:00	0:00	0:00	0:00
PERIOD TOTALS					4:05	0:00	0:00	0:00	0:00	0:00
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

BADGE: 359
 GROUP: 0630-1530-99
 EMP: VANDERGRIFT, W

DATE	CLOCK IN	CLOCK OUT	ROUND IN	ROUND OUT	REG	OT1	OT2	OT3	ST1	ST2
05/06/98	6:23	15:25	6:23	15:25	9:02	0:00	0:00	0:00	0:00	0:00
PERIOD TOTALS					9:02	0:00	0:00	0:00	0:00	0:00
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	

BADGE: 362
 GROUP: 0700-1530-02
 EMP: BARNES, J

| (10) No CALL IN

DATE	CLOCK IN	CLOCK OUT	ROUND IN	ROUND OUT	REG	OT1	OT2	OT3	ST1	ST2
05/06/98	7:03	15:26	7:03	15:26	8:23	0:00	0:00	0:00	0:00	0:00
PERIOD TOTALS					8:23	0:00	0:00	0:00	0:00	0:00
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	

BADGE: 364
 GROUP: 0700-1600-99
 EMP: AMMONS, P

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes, #362

FROM: Terry H. Gaddis, Director
City Shops Department

DATE: ^{21/18}
19 November 1997

SUBJECT: LETTER OF REPRIMAND

Mr. James K. Barnes, Employee No. 362, is being given a written Letter of Reprimand for failure to clock out when he left work 17 November 1997. Failure to clock in or out is a violation of Operating Instruction 08 Paragraph 6.

Mr. Barnes clocked in at the beginning of his shift start time, but failed to clock out when he left work after receiving a telephone call from school that his daughter had been hurt. Mr. Barnes did complete the Leave Request form, but failed to clock out.

Personnel who receive three (3) reprimands in one or a combination of any of the violations in Operating Instruction 08 in a one hundred eighty (180) day period will receive a three (3) day suspension without pay. This is Mr. Barnes' first violation in this one hundred eighty (180) day period. The expiration date for the period of time covered in this letter is 16 May 1998.

THIS LETTER HAS BEEN READ TO MR. BARNES.

James K. Barnes
(Employee Signature)

Theresa Kendrick
(Witness)

Terry H. Gaddis
Terry H. Gaddis, Director
City Shops Department

PERIOD TOTALS

8 : 3.1 0 : 0.0 0 : 0.0 0 : 0.0 0 : 0.0 0 : 0.0

BADGE: 356
GROUP: 0700-1530-99
EMP: SHUFORD, R

DATE	CLOCK IN	CLOCK OUT	ROUND IN	ROUND OUT	REG	OT 1	OT 2	OT 3	ST 1	ST 2
11/17/97	6:54	15:26	6:54	15:26	8:32	0:00	0:00	0:00	0:00	0:00
PERIOD TOTALS					8:32	0:00	0:00	0:00	0:00	0:00

BADGE: 359
GROUP: 0630-1530-99
EMP: VANDERGRIFT, W

DATE	CLOCK IN	CLOCK OUT	ROUND IN	ROUND OUT	REG	OT 1	OT 2	OT 3	ST 1	ST 2
11/17/97	6:23	15:26	6:23	15:26	9:03	0:00	0:00	0:00	0:00	0:00
PERIOD TOTALS					9:03	0:00	0:00	0:00	0:00	0:00

BADGE: 362
GROUP: 0700-1530-99
EMP: BARNES, J 25 (11)

FILE

MEMORANDUM

TO: James K. Barnes

FROM: Terry H. Gaddis, Director
City Shops DepartmentTHRU: Eugene Knox, Jr., Asst Director
City Shops Department

DATE: 28 September 1995

SUBJECT: Letter of Counseling

This record will confirm the counseling session held on
28 September 1995.

Since January 1995, you have called in to notify the Department that you would be late to work or absent from work a total of 32 times. You have also been absent from work for various reasons a total of 38 times. 5 were scheduled and 33 were unscheduled for a total of 145.0 hours.

You were made aware that your absenteeism is considered to be excessive as compared to the general population of other employees in this Department and is affecting the capability of your Division to accomplish its daily mission. When you are absent, unscheduled, someone else has to perform your duties and many times, work has to be delayed and rescheduled. This has a negative impact on our production effort and causes unnecessary hardships on your supervisor, co-workers and the Department.

We have been very lenient and understanding of your past absenteeisms and you know that if a true emergency arises, we will grant your request for leave. You are also aware that we encourage you to take scheduled time off from work to relax and enjoy whatever you like to do and we realize that from time to time you require time off for medical/dental appointments. All of this is part of the benefits you have earned and all we ask is that you don't abuse your benefits.

You are reminded that you have a big responsibility to be present for work, on time, everyday, unless there is a true emergency.

This Department prides itself on accomplishing an enormous amount of quality work with a limited number of personnel, but we cannot continue to make this happen without you being present for work.

I strongly suggest that you take immediate action to correct your absenteeism and be a more dependable employee. Your job is important not only to you, but us and we need you present for work!


Employee's Signature


Supervisor's Signature

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes #362

FROM: Terry H. Gaddis, Director
City Shops Department

DATE: 12 July 1995

SUBJECT: LETTER OF REPRIMAND

Mr. James K. Barnes, #362, is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the City Shops Department, Operating Instruction No. 8 - TIME ACCOUNTING, Paragraph 6, which states: "When employees are going to be late reporting to duty, they are to call the Control Center/Administrative Office PRIOR to their shift start time."

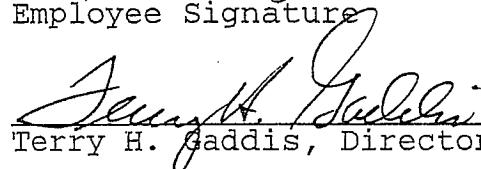
Mr. Barnes failed to call in to say that he was going to be late reporting to duty on 30 June 1995. Mr. Barnes' scheduled shift hours are from 0700 -1530 Hours.

THIS IS MR. BARNES' FIRST VIOLATION OF THIS OPERATING INSTRUCTION WITHIN A 180-DAY PERIOD. THE 180-DAY PERIOD FOR THIS VIOLATION WILL END 30 JANUARY 1996.

This Reprimand was read to Mr. Barnes.


Employee Signature


WITNESS


Terry H. Gaddis, Director

BADGE: 362
 GROUP: 0700-1530--99
 EMP : BARNES, JAMES

6/30/95
 A/H 0.2

DATE	CLOCK IN	CLOCK OUT	ROUND IN	ROUND OUT	REG	OT1	OT2	OT3	ST1	ST2
06/30/95	7:07	15:25	7:07	15:25	8:18	0:00	0:00	0:00	0:00	0:00
07/04/95	JULY 4TH				0:00	0:00	0:00	0:00	8:00	0:00
07/05/95	6:54	15:25	6:54	15:25	8:31	0:00	0:00	0:00	0:00	0:00
07/06/95	6:53	15:25	6:53	15:25	8:32	0:00	0:00	0:00	0:00	0:00
PERIOD TOTALS					25:21	0:00	0:00	0:00	8:00	0:00

PUNCH ?

GROUP: 0700-1530--99

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes #362

FROM: Mr. Donald R. Hayes, Director
City Shops Department

DATE: 23 November 1993

SUBJECT: WRITTEN REPRIMAND

Mr. James K. Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the City Shops Department, Operating Instruction No. 08 TIME ACCOUNTING CARD paragraph 4 which states "A person clocking in after their scheduled shift start time is considered "late" even if it's just one minute.

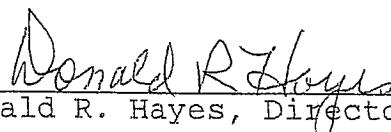
Mr. Barnes clocked in on 22 November 1993 at 0701. Mr. Barnes failed to inform the Control Center that he would be late reporting to work. Mr. Barnes' scheduled shift is 0700 to 1530 hours.

THIS IS MR. BARNES' SECOND VIOLATION OF THIS OPERATING INSTRUCTION WITHIN 180 DAYS. THE 180-DAY PERIOD FOR THIS VIOLATION WILL END 23 MAY 1994.

This Reprimand has been read to Mr. Barnes.


Employee Signature


WITNESS


Donald R. Hayes, Director

MO-DA	IN	OUT	IN	OUT	IN	OUT	TOTALS			
							I	II	III	IV
11-18	06:54	15:25			11/22/93 (10)	0:1				
11-22	07:01	15:25					8:31	0:00	8:31	8:31
11-23	06:55						8:24	0:00	16:55	16:55

SIMPLEX 1950-9850

362 BARNES, JAMES K.
 0700 TO 1530 HRS.
 SS 420-76-7898 02 PAY
 PERIOD END 02 DEC 1993

23 NOV 93 - Written Reprimand - 2nd violation within 180-day period.
 Failure to call in to report he would be late- clocked
 in on 22 NOV 93 @ 0701 hrs.

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes, #362

FROM: Eugene Knox, Jr., Asst Director
City Shops Department

DATE: 07 September 1993

SUBJECT: WRITTEN REPRIMAND

Mr. Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the City Shops Department, Operating Instruction No. 8 - TIME ACCOUNTING CARD, paragraph 4 - which states: "A person clocking in after his scheduled shift start time is considered "late" even if it is just one minute.

Mr. Barnes failed to inform the Control Center that he would be late reporting to work. He clocked in for duty at 0704 hours on 02 September 1993. Mr. Barnes' shift start time is 0700 to 1530 hours.

THIS IS MR. BARNES' SECOND VIOLATION OF THIS OPERATING INSTRUCTION WITHIN 180 DAYS. THE 180-DAY PERIOD FOR THIS VIOLATION WILL END 02 MARCH 1994.

This Reprimand was read to Mr. Barnes.


Employee Signature


WITNESS:


Eugene Knox, Jr., Asst Director

362. BARNES, JAMES K.
 0700 TO 1530 HRS.
 SS 420-76-7898 02 PAY
 PERIOD END 09 SEPT 1993

MO-DA	IN		OUT		IN		OUT		IN		OUT		TOTALS	
	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT
08-27	06:53	15:25			8/30/93	(11)	8:00		8:32	0:00	8:32		8:32	
08-31	06:55	15:25			9/2/93	(10)	0:1		8:30	0:00	17:02		17:02	
09-01	06:57	15:25							8:28	0:00	25:30		25:30	
09-02	07:04	15:25							8:21	0:00	33:51		33:51	

3 Sep 93 - Written Reprimand for 2 Sep 93 - Failed to call in
 to state he would be late. Reprimand
 dated for 7 Sep 93 - not here on 3 Sep 93, not

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes, #362

FROM: Mr. Donald R. Hayes, Director
City Shops Department

DATE: 10 May 1993

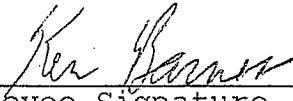
SUBJECT: WRITTEN REPRIMAND

Mr. Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the City Shops Department, Operating Instruction No. 8 - TIME ACCOUNTING CARD - para 4 - which states: "A person clocking in after his scheduled shift start time is considered "late" even if it is just one minute.

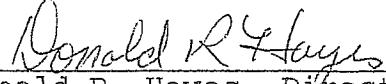
Mr. Barnes failed to call in prior to clocking in at 0701, one (1) minute after his shift start time on 07 May 1993. Mr. Barnes' scheduled shift time is 0700 to 1530 hours.

THIS IS MR. BARNES' FIRST VIOLATION OF THIS OPERATING INSTRUCTION WITHIN 180 DAYS. THE 180-DAY PERIOD FOR THIS VIOLATION WILL END 08 NOVEMBER 1993.

This reprimand was read to Mr. Barnes.


Employee Signature


WITNESS:


Donald R. Hayes, Director

	IN	OUT	IN	OUT	IN	OUT	I	II	III	IV
5/10/93	(10)	01					8:24	0:00	8:24	8:24

SIMPLEX 1950-9850

362 BARNES, JAMES K.
0700 TO 1530 HRS.
SS 420-76-7898 02 PAY
PERIOD END 20 MAY 1993

5/10/93 - Reprimand - Clock in @ 0101 - one(1) minute
late - Did not call in on 5/7/93.

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes #362

FROM: Mr. Eugene Knox, Assistant Director
City Shops Department

DATE: 20 August 1992

SUBJECT: WRITTEN REPRIMAND

Mr. James Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the City Shops Department, Operating Instruction No.8 TIME ACCOUNTING CARD Paragraph 6 which states "Neglect or failure to clock in or out is considered a violation."

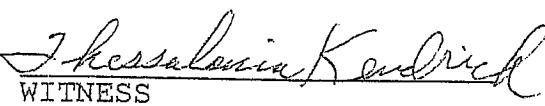
Mr. Barnes failed to clock in on 18 August 1992. Mr. Barnes' scheduled shift time is 0700 hours to 1530 hours.

THIS IS MR. BARNES' FIRST VIOLATION OF THIS OPERATING INSTRUCTION WITHIN 180 DAYS. THE 180-DAY PERIOD FOR THIS VIOLATION WILL END 14 FEBRUARY 1992.

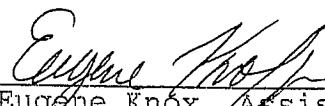
This reprimand has been read to Mr. Barnes.



Employee Signature



WITNESS



Eugene Knox, Assistant Director

362 BARNES, JAMES K.
0700 TO 1530 HRS.
SS 420-75-7898 02 PAY
PERIOD END 27 AUGUST 1992

CITY SHOPS DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes #362

FROM: Mr. Eugene Knox, Jr. Assistant Director
City Shops Department

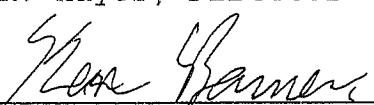
DATE: 24 March 1992

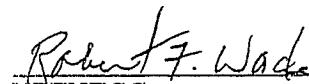
SUBJECT: WRITTEN REPRIMAND

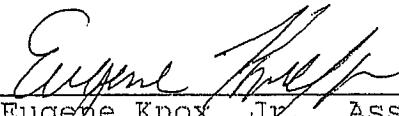
Mr. James K. Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the City Shops Department, Operating Instruction No. 37 - WEAR AND CARE OF UNIFORMS AND FOOTWEAR Para 3 - "Footwear worn by Mechanics and Auto Servicer's must conform to safety standards....Tennis shoes, footwear constructed of cloth, sandals, or high heeled shoes will not be worn at any time. Mr. Barnes was observed wearing tennis shoes on duty on 24 March 1992.

All personnel are responsible for complying with this policy. Non-compliance will result in appropriate disciplinary action.

To be further reviewed by Mr. Donald R. Hayes, Director.


Employee Signature

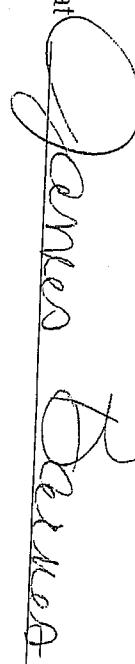

WITNESS


Eugene Knox, Jr., Assistant Director
City Shops Department

RETURN TO WORK AUTHORIZATION

DONALD A. MARSHALL AND C. KIRVEN ULMER, M.D.1801 Pine Street, Suite 101 • Montgomery, Alabama 36106
269-9026 • 293-8000

This is to certify that

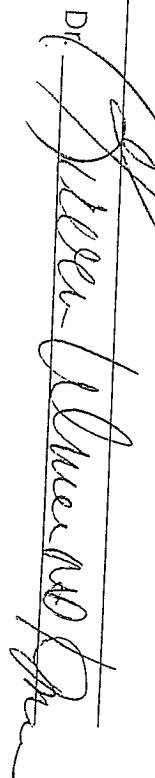
Date 12-18-91

has now recovered sufficiently to be able to return to (light) (regular) work duties on

Restrictions:

I was seen in Dr. Ulmer's office and is
Medically cleared from any work

Remarks:

Planned through Mon 10/13/91

M E M O R A N D U M

To: James K. Barnes
Memorandum-for-Record

From: Eugene Knox, Jr. *EK*
Assistant Director, City Shops

Date: 03 October 1991

Subject: Absenteeism

This will confirm the verbal counsel session held in my office on 03 October 1991.

You were made aware that your absentee record was above average for the period between 10-01-90 through 09-30-91.

During this period, you were absent from duty a total of thirty-eight (38) separate occasions, 8 were scheduled and 30 were unscheduled. A total of 211.1 hours. You stated to me that you would take corrective action to change this pattern.

cc: Personnel File

GARAGE DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes #362

FROM: Mr. Donald R. Hayes, Director
Garage Department

DATE: 24 October 1988

SUBJECT: WRITTEN REPRIMAND

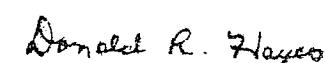
Mr. James K. Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the Garage Department, Operating Instruction No. 8 - TIME ACCOUNTING CARD Par. 4 - "A person clocking in after their scheduled shift start time is considered "late" even if it's just one minute." Mr. Barnes failed to call before his duty shift start time (0700 Hours) to state he would be late. Mr. Barnes called the Control Center at 0721 Hours on 21 October 1988 to state he had overslept and would be on to work shortly.

This reprimand has been read to Mr. Barnes.

WITNESS:

Robert F. Walker


Employee Signature


Donald R. Hayes
Donald R. Hayes, Director

GARAGE DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

TO: Mr. James K. Barnes #362

FROM: Mr. Donald R. Hayes, Director
Garage Department

DATE: 23 December 1987

SUBJECT: WRITTEN REPRIMAND

Mr. James K. Barnes is being given a Written Reprimand for the following violation of the Rules, Regulations or Policies of the Garage Department, Operating Instruction No. 8 - TIME ACCOUNTING CARD Par. 6 - Failure to clock in or out is considered a violation. On 22 December 1987, Mr. Barnes failed to clock in before starting his scheduled duty shift.

This reprimand has been read to Mr. Barnes.

WITNESS:

William H. Jones

Ken Barnes
Employee Signature

Donald R. Hayes
Donald R. Hayes, Director

M E M O R A N D U M

To: Mr. James K. Barnes #362
Memorandum-for-Record
R.W.
From: Mr. Robert F. Wade, Garage Foreman
Date: 14 July 1986
Subject: Absenteeism

This will confirm the verbal counsel session held in my office on 11 July 86.

You were made aware that your absentee record was above average for the period between 1 October 1985 through 11 July 1986.

During this period, you were absent from duty a total of 262.9 hours. In twenty-nine (29) separate occasions, thirteen (13) were scheduled and sixteen (16) were unscheduled. You stated to me that you would take corrective action to change this pattern.

copy: Personnel File

City of MONTGOMERY Alabama



EMORY FOLMAR

Mayor

MONTGOMERY CITY COUNCIL

MRS. ALICE D. REYNOLDS-Pres.
E.T. (BUD) CHAMBERS-Pres. Pro tem
HERCHEL CHRISTIAN
JOSEPH DICKERSON
MARK GILMORE, JR.
LEU HAMMONDS
WILLIAM (BILL) NUNN, III
JOE L. REED
BILLY M. TURNER

Mr Barnes Personnel File

11 May 1984

Mr. James K. Barnes
3115 Old Selma Road
Montgomery, Al 36108

Assistance to the Police Department

Your action on Thursday, 3 May 1984, following the tornado that hit north Montgomery, did not go unnoticed.

It's team work and interest in our community that was evident in your action. I speak for this Department and let me add my "Congratulations" and "Thanks" for your effort.

D. Hayes
Donald R. Hayes, Director
Garage Department

edw

9 May 1984

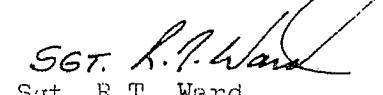
Mr. Don R. Hayes
City Garage

Dear Mr. Don R. Hayes

We of the Evidence Technician Section of The Montgomery Police Department would like to commend Willie Lee Jackson and James Barnes for their assistance in transporting Bodies from our Station Wagon to the City Morgue on Thursday, 3rd. of May, 1984. Their assistance enabled our unit to get back into service and return to the Tornado area much faster. These men did not hesitate when ask to assist in placing the Bodies from the unit into the Body Coolers in the City Morgue.



Cpl. T.R. Shanks



Sgt. R.T. Ward

GARAGE DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

To: Mr. James K. Barnes
From: Donald R. Hayes, Director
Date: 23 February 1984
Subject: WRITTEN REPRIMAND

Mr. James K. Barnes has been given a written reprimand for the following violation of the Rules, Regulations or Policies of the Garage Department: Operating Instruction No. 8 (6); Neglect or failure to clock in or out. Mr. Barnes failed to clock out on 22 February 1983.

This reprimand has been read to Mr. Barnes.

James K. Barnes
Employee

Robert F. Wade
Witness

Donald R. Hayes
Director

GARAGE DEPARTMENT

CITY OF MONTGOMERY

W R I T T E N R E P R I M A N D

To: Mr. James K. Barnes
From: Donald R. Hayes, Director
Date: 20 December 1983
Subject: WRITTEN REPRIMAND

Mr. James K. Barnes has been given a written reprimand for the following violation of the Rules, Regulations or Policies of the Garage Department: Operating Instruction No. 8 (6); Neglect or failure to clock in or out. Mr. Barnes failed to clock in on 19 Dec. 83.

This reprimand has been read to Mr. Barnes.

James K. Barnes
Employee

Robert F. Wade
Witness

Donald R. Hayes
Director

BEASLEY, WILSON, ALLEN, CROW & METHVIN, P.C.

Attorneys at Law

JERE LOCKE BEASLEY
FRANK M. WILSON
J. GREG ALLEN
MICHAEL J. CROW
THOMAS J. METHVIN
BLAINE C. STEVENS
J. COLE PORTIS
W. DANIEL MILES, III
STEPHEN W. DRINKARD
R. GRAHAM ESDALE, JF
L. LANDIS SEXTON
JULIA ANNE BEASLEY
RHON E. JONES

210 COMMERCE STREET (36104)
POST OFFICE BOX 4100
MONTGOMERY, ALABAMA 36103-4100
(334) 209-2343

TELECOPIER
(3:34) 223-1236

October 30, 1998

ROBERT L. PITTMAN
EDWARD P. KENDALL
LABARRON N. BOONE
RICHARD D. MORRISON
DAVID B. CHANCELLOR
ANDY D. BIRCHFIELD, JR.
C. LANCE GOULD
J. WESLEY MCCOLLUM, JR.
JOSEPH H. AUGHTMAN
JACQUELINE C. SMOKE
DELACIE C. HESTER
O. LEE HAMILTON, III

JAMES W. TRAEGER
(1953-1987)

20 San Austin
11/4/78
PM
OK

Honorable Emory Folmar
Mayor, City of Montgomery
103 N. Perry Street
Montgomery, AL 36104

RE: CHRISTOPHER SEXTON v. JOHN DEERE & COMPANY

Dear Mayor Folmar:

I recently settled a case for Chris Sexton, a City employee, who was seriously injured by a defective John Deere tractor. As a part of the settlement, the City of Montgomery will be reimbursed for workmen's compensation benefits and medical expenses.

During the preparation of the case, a number of the City employees worked very diligently in assisting me with information about the incident and the tractor. In addition, the City modified the tractor and made John Deere aware of a design flaw which represents a violation of a written industry safety standard. Hopefully, this wakeup call to the manufacturer will result in preventing additional injury or death in the future.

The following employees were extremely helpful in the case:

Jim Wilder, Terry Gaddis, James Ken Barnes, Ellis Gardner, Brian Lord, Doug Jones, Ross Darby, Kenny Boyer, Morris Gilbert, Ralph Kelley and J.C. Carnell.

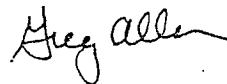
The people of Montgomery are lucky to have such fine people working for them.

cc: Jerry Gaddis
Key Barnes

Honorable Emory Folmar
October 30, 1998
Page Two

Very truly yours,

BEASLEY, WILSON, ALLEN,
CROW & METHVIN, P.C.


J. GREG ALLEN

JGA/bgs
cc: Ms. Barbara Montoya
Personnel Director
City of Montgomery

BEASLEY, WILSON, ALLEN, CROW & METHVIN, P.C.

Attorneys at Law

JERE LOCKE BEASLEY
FRANK M. WILSON
J. GREG ALLEN
MICHAEL J. CROW
THOMAS J. METHVIN
BLAINE C. STEVENS
J. COLE PORTIS
W. DANIEL MILES, III
STEPHEN W. DRINKARD
R. GRAHAM ESDALE, JR.
L. LANDIS SEXTON
JULIA ANNE BEASLEY
RHON E. JONES

218 COMMERCE STREET (36104)
POST OFFICE BOX 4160
MONTGOMERY, ALABAMA 36103-4160
(334) 209-2843

TELECOPIER
(334) 223-1238

October 30, 1998

ROBERT L. PITTMAN
EDWARD P. KENDALL
LAEBARRON N. BOONE
RICHARD D. MORRISON
DAVID B. CHANCELLOR
ANDY D. BIRCHFIELD, JR.
C. LANCE GOULD
J. WESLEY MCGOLLM, JR.
JOSEPH H. AUGHTMAN
JACQUELINE C. SMOKE
DELAGIE C. HESTER
O. LEE HAMILTON, III

JAMES W. TRAEGER
(1953-1987)

Mr. Ken Barnes
715 Persons Road
Wetumpka, AL 36092

RE: CHRIS SEXTON v. JOHN DEERE COMPANY

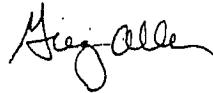
Dear Ken:

I just wanted to write you and thank you for your help in this case. You obviously know more about design than all those fancy engineer's they've got out in the Deere headquarters in Moline, Illinois. If they would listen to you then their tractors would be much safer. In any event, I know Chris is very appreciative of all that you did in this case.

With best regards, I am

Very truly yours,

BEASLEY, WILSON, ALLEN,
CROW & METHVIN, P.C.



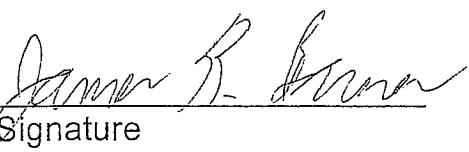
J. GREG ALLEN

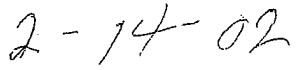
JGA/bgs

cc: Ms. Barbara Montoya
Personnel Director
City of Montgomery



This is to acknowledge that I attended the City of Montgomery's **Harassment in the Workplace** Training class at the Montgomery Civic Center and that I received a copy of Montgomery's Harassment Policy, which I have read and understand.


Signature


Date

MEMORANDUM

TO: Mayor Emory Folmar
Mayor, City of Montgomery

FROM: Terry H. Gaddis, Director
City Shops Department

DATE: 28 October 1994

SUBJECT: Voluntary Donation of Sick Leave To Employee

Mr. James K. Barnes, one of our automotive mechanics in the Auto/Light Truck Division - Small Engines, has exhausted all of his Sick Leave, due to hemorrhoidal problems, and hemorrhoidal surgery. The following employees would like to donate Sick Leave to Mr. Barnes:

Employee	Position	Hours
Mr. Thessalonia Kendrick 419-42-0604	Foreman	40.0
Mr. Donald R. White 417-82-0721	Mechanic	10.0
Mr. James D. Flynn 417-56-7278	Mechanic	8.0
Mr. Raymond A. Gipson 419-64-9905	Mechanic	8.0
Mr. Dallas D. Venable 245-06-4945	Mechanic	8.0
Mr. Willie Arthur 421-42-0570	Foreman	4.0
Mr. Clemmie E. Williams 416-70-4440	Master Mechanic	4.0
Mr. William D. Bass 419-02-2464	Petroleum Supvr	2.0

Request approval for these employees to donate Sick Leave to Mr. Barnes.

cc: Mr. James E. Buckalew
Exec Asst To The Mayor

/mbs

M E M O R A N D U M

TO: Ms. Laina Goodson
Payroll Division

FROM: Marsha B. Lumpkin *msl*
Payroll Clerk, City Shops Dept

DATE: 28 March 1994

SUBJECT: Adjustment to Leave

Please make the following adjustment to Mr. Kenneth K. Barnes' leave balance:

Kenneth K. Barnes
420-76-7898

Delete 8.0- from Holiday/Personal Leave

Subtract 8.0 hours from Annual Leave

Mr. Barnes was inadvertently charged for two (2) Personal Leave days during the month of February 1994, and he only had one (1) day available.

Thank you for your assistance.

CITY OF MONTGOMERY, ALABAMA
BI-WEEKLY TIME RECORD

4800 DEPT./DIV. GARAGE	PAY PERIOD ENDING:	11/17/94
NO. 5243 TITLE AUTO MECHANIC -	EMPLOYEE NAME:	JAMES K. BARNES
PAY PERIOD #: 24	EMPLOYEE NO.:	420-76-7896
	HOURLY RATE:	14.1949
	SCH. HRS.	80.0000
ACCRUED LEAVE BALANCES AT	10/20/94 ANNUAL	35.5 SICK
		8.0 COMP
		.0

TYPE OF HOURS CODES

- 01 REGULAR
- 02 OVERTIME
- 10 ANNUAL LEAVE
- 11 SICK LEAVE
- 15 NEW COMPENSATORY LEAVE

- 25 MILITARY LEAVE
- 26 JURY DUTY W/PAY
- 27 RELIEVED OF DUTY W/PAY
- 28 EDUCATIONAL LEAVE W/PAY

29 REGULAR LEAVE W/O PAY
30 RELIEVED OF DUTY W/O PAY
31 MILITARY LEAVE W/O PAY
32 SUSPENSION

90 INSTRUCTORS FEES
53 HOLIDAY PAY
54 HOLIDAY PERSONAL LEAVE

EMPLOYEE SHOULD SIGN
IF LEAVE TIME IS USED.

EMPLOYEE SIGNATURE

CERTIFIED BY:

X Myrna B. Taylor
SUPERVISOR-SIGNATURE Payroll Clerk

	HOURS						AMOUNT			
	REGULAR 01		OVERTIME 02		CODE	OTHER		CODE	OTHER	
	HOURS	FUND	HOURS	FUND		HOURS	FUND		AMT	FUND
FRI						11 10	4.0 4.0			
SAT										
SUN										
MON	8.0									
TUES	8.0									
WED	8.0									
THURS	7.8					10	0.2			
FRI						53	8.0			
SAT										
SUN										
MON	8.0									
TUES	8.0									
WED	8.0									
THURS	8.0									

Paid - will be on
 Paycheck dated
 12/9/94
 M/S

COMP TIME TO BE ADDED TO ACCRUED
49 / _____

TOTAL REGULAR PLUS OTHER
MUST EQUAL SCHEDULED HOURS

NOTATIONS: Payroll: Please make a correction for 4 November 1994, to reflect the above leave charges to Mr. James K. Barnes' time. He was inadvertently charged a Code 23 for 4 November 1994. Please pay him for 4 hours AL and 4 hours SL - paycheck for 9 December 1994 and DEDUCT 4 hours AL and 4 hours SL from his current balance. Thanks for your help.

M E M O R A N D U M

TO: Mr. James K. Barnes #362

FROM: Mr. Donald R. Hayes, Director
City Shops Department

DATE: 02 July 1991

SUBJECT: Alabama State Driver's License Renewal

In reviewing your personnel file, I note that your current driver's license #3116609 will expire on 02 September 1991.

A condition of your employment is a current Alabama Driver's License. Therefore, request you obtain a current license and bring it to the Administrative Office so we may update our records.

M E M O R A N D U M

TO: 420767898
JAMES K BARNES
48 0

FROM: Hugh S. Austin
Dept. of Finance

DATE: 05/31/88

SUBJECT: ADVANCED LEAVE

Several employees have expressed a desire to apply their advanced leave time (this is the time which was advanced when we changed the ending dates of the pay periods) against their annual leave. They would rather get this cleared from their leave records rather than wait until they leave the City. This would be especially beneficial to those employees who lose leave time each year because of the maximum carry-over rule. In this case the advanced leave would be charged against leave which would be lost anyway at the end of the fiscal year.

Your advanced hours balance is 16.0 hours. If you would like to take advantage of this, please sign and date the authorization form on the bottom of this memo.

A U T H O R I Z A T I O N

I hereby authorize the Payroll Division to charge against my annual leave balance the above number of advanced hours.

6-17-88
Date

Ken Barnes
Signature

Barnes



Office of District Attorney

Janice Clardy

Nineteenth Judicial Circuit of Alabama

JOHN R. THORNTON
CHIEF ASSISTANT DIST. ATTY.

205-567-2237
POST OFFICE DRAWER 401
WETUMPKA, ALABAMA 36092

RANDALL V. HOUSTON
ASSISTANT DISTRICT ATTORNEY
WETUMPKA, ALABAMA 36092
567-2237

WALTER HAYDEN III
ASSISTANT DISTRICT ATTORNEY
CLANTON, ALABAMA
755-4242

TROY E. ALLEN, JR.
ASSISTANT DISTRICT ATTORNEY
PRATTVILLE, ALABAMA
365-5715

November 23, 1987

Mr. Ken Barnes
216 Lake Eagle Nest
Wetumpka, Al. 36092

Dear Mr. Barnes:

This is a reminder that you need to be in Court December 8, 1987 for the Danny Veitch case. Please bring estimates for the damage repairs on your property. It is important that you bring those figures with you since that is the point in time when the Judge will consider restitution. If you have questions please call me.

Sincerely,

Sandra Parsons

Sandra Parsons
Victim Services Officer

SP/dn

[Handwritten signature of Sandra Parsons]

M E M O R A N D U M

TO: Mr. James K. Barnes

FROM: Mr. William H. Jones, Assistant Director *Jones*
Garage Department

DATE: 22 September 1987

SUBJECT: Accident Reveiw Board Hearing

An Accident Review Board Hearing will convene 24 September 1987 at 0800 hours in the Director's Office.

Purpose of this hearing is to hear evidence concerning the incident which occurred on 18 September 1987 in which a tire on vehicle #4800-012 was damaged while being driven by yourself.

The Board Members will determine if negligence was involved and take action accordingly.

/crs

Attachment (1)

M E M O R A N D U M

TO: Mr. James K. Barnes

*Mr Barnes Personnel*FROM: Mr. William H. Jones, Assistant Director *Jones*
Garage Department

DATE: 24 September 1987

SUBJECT: Accident Review Board Hearing

The Accident Review Board Hearing convened at 0802 hours, 24 September 1987 in the Director's Office with Mr. William H. Jones presiding in the absence of the Director, Mr. Donald R. Hayes. Purpose of this hearing was to review the facts surrounding the incident which occurred on 18 September 1987 and to determine if negligence was involved as well as responsibility for damages to City equipment. It is further the responsibility of the Board to decide on appropriate discipline to preclude these types of incidents from recurring.

Members Present:

Mr. William H. Jones, President
 Mr. William C. Coker, Garage Foreman
 Mr. Ronald Williams, Mechanic
 Ms. Cheryl Stephens, Recorder

Mr. Barnes' explanation of the incident was as follows:

The forklift (4800-012) had been sitting there for a few days. I got through working on the stump cutter and I pulled up the forklift to hook up. When I backed out, I was in "First Low" -- as I backed up, the forklift went up and I knew something was wrong. When I pulled back forward the jack stand punctured the tire. I have no idea how the jack stand got there up under the forklift -- I did not put it there but it had to be under it because the tire was punctured on the inside. I did not see it, I got in on the left side and the jack stand was on the right.

Mr. Ronald Williams stated that he did not feel that Mr. Barnes had been negligent. He said that if Mr. Barnes had not put the jack stand there -- then he had no way of knowing it was there and to look for it. The jack stand was not visible unless you got down and looked under the forklift.

Mr. Coker agreed with Mr. Williams' statement and did not feel that Mr. Barnes had been negligent.

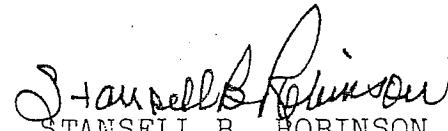
Mr. Jones stated that the Board would not hold Mr. Barnes responsible for the damaged tire (Cost \$206.42) in view of the fact that he had not been negligent -- but further admonished Mr. Barnes to make sure he looked behind and under any vehicle before attempting to move it.

The Board determined that no further disciplinary action would be taken.

/crs

cc: Mr. Stan Robinson, Safety Supervisor
 Mrs. Barbara Montoya, Personnel Director

4800-012

INCIDENT REPCRT
CITY OF MONTGOMERYDEPARTMENT Garage & Shops DATE September 18, 1987COMPLAINANT: Bill Coker, Supervisor City GarageADDRESS: Public Works FacilityINCIDENT: Damage to Tire REPORTED BY: Mr CokerADDRESS: City Garage PHONE: 241-2509DATE & TIME OF INCIDENT: September 18, 1987 11:00 AMPLACE OF OCCURANCE: City GarageCITY PROPERTY: XX PUBLIC PROPERTY: PRIVATE PROPERTY: DETAILS OF COMPLAINT: Mr Bill Coker reported that Mr James K. Barnes while operating city vehicle 4800-012 ran over a jack stand in the garage area and damaged a tire . It was necessary to replace the tire.There was no injury and there was no other vehicle involved..
STANSELL B. ROBINSON
Safety Director

---ACCIDENT/INCIDENT WORKSHEET---

VEHICLE # 4800-012 VIN # 202 660 1205MAKE, YEAR & MODEL Fork Lift 1978DATE OF ACCIDENT 9-18-87DATE BROUGHT TO SHOP 9-18-87 RETURNED TO SERVICE 9-18-87SUMMARY OF COSTS:LABOR / MAN HOURS 1.00 @ \$ 1075 = \$ 1075MATERIALS \$ N/APARTS / SUBLET COSTS \$ 206.42WRECKER FEES \$ N/ATOTAL COST TO REPAIR VEHICLE \$ 217¹⁷

GLASS COMPANY (VENDOR) N/A

M E M O R A N D U M

TO: All Department Personnel

FROM: Mr. Donald R. Hayes, Director
Garage Department

DATE: 18 September 1987

SUBJECT: Sick Leave

The following Rule VIII, Section 5 - Sick Leave (C), is quoted from the City and County of Montgomery Personnel Department Rules and Regulations:

Sick Leave may be granted only for absence due to personal illness, maternity, legal quarantine, attendance upon members of the immediate family whose illness requires the care of the employee, or death in the immediate family of the employee. Immediate family is hereby defined to include spouse, children, parents, grandparents, parents-in-law, and siblings. Unusually strong ties with other other relatives may be recognized for leave purposes upon written justification by the employee and approval of the appointing authority and/or Personnel Director. An employee claiming sick leave may be required by the appointing authority to file a certificate from a physician stating the kind and nature of sickness or injury, that the employee was incapacitated for work for the period of absence, that the employee is physically unable to perform duties or that the employee has no contagious disease that might jeopardize the health of other employees, or that the employee is required to provide care for an ill family member.

As stated in this rule, an employee claiming sick leave may be required to file a certificate from a physician. This is the KEY PHRASE in the rule. Should you be required or directed to obtain a physician's certificate, the physician must comply with this rule -- state the kind and nature of sickness or injury, etc., etc., as outlined above. The certificate must include the date(s) the employee was absent from work and under the doctor's care. In other words, a mere doctor's stamp, nurse's signature, etc. will not be accepted. It is incumbent upon the employee that this personnel rule be followed to the letter.

NOTE: ALSO SEE GARAGE DEPARTMENT OPERATING INSTRUCTION NO. 6
SUBJECT: LEAVE REQUEST

I Acknowledge receipt and understanding of this memorandum.


Employee Signature

James K. Barnes

362
Employee #

9-22-87
Date

YOU MAY WANT TO CARRY THESE INSTRUCTIONS ON YOUR PERSON.

M E M O R A N D U M

TO: Mr. James K. Barnes #362 *Ken Barnes*

FROM: Mr. Donald R. Hayes, Director
Garage Department *Donald Hayes*

DATE: 25 November 1988

SUBJECT: Leave Without Pay

In reviewing the accrual information on vacation, sick and compensatory time, payroll records reflect that as of 23 November 1988, you are out of sick leave and compensatory leave. You have thirty-five and eight tenths (35.8) hours of annual leave remaining. This is a little more than four (4) days of leave time available to you.

Should you use up your remaining leave and get in a situation where you have to be off work, you will be placed in a "Leave Without Pay Status". Further, once you are in a "Leave Without Pay Status", it is my policy to recommend dismissal from City employment. It would therefore, behoove you to build your leave time which could possibly prevent you from losing your job.

DRH:JFB

M E M O R A N D U M

Mr Barnes Personnel File

TO: Mr. James K. Barnes #362

FROM: Donald R. Hayes, Director *D. Hayes*
Garage Department

DATE: 26 March 1987

SUBJECT: Leave Without Pay

In reviewing the accrual information on Vacation, Sick and Compensatory Time, payroll records reflect that as of 24 March 87 you are out of Sick Leave. You have (14.0) fourteen hours of Annual Leave remaining. This is somewhat less than (2) two days of Leave Time available to you.

Should you use up your remaining leave, you will be placed in a Leave Without Pay Status. Further, once you are in a Leave Without Pay Status, it has been my policy to recommend dismissal from City employment. It would therefore, behoove you to build your leave time and not possible lose your job.

M E M O R A N D U M

TO: Mr. James K. Barnes

*Mr Barnes Personnel
File*

FROM: Mr. Donald R. Hayes, Director *D. Hayes*
Garage Department

DATE: 28 October 1986

SUBJECT: Leave Without Pay

In reviewing the accrual information on Vacation, Sick and Compensatory Time, payroll records reflect that you have fourteen (14) hours of Annual Leave remaining. This is somewhat less than two (2) days of Leave Time available to you.

Should you use up your remaining leave, you will be placed in a Leave Without Pay Status. Further, once you are in a Leave Without Pay Status, it has been my policy to recommend dismissal from City employment. It would therefore, behoove you to build your leave time and not possibly lose your job.

/crs

M E M O R A N D U M

TO: Mr. James K. Barnes #362

FROM: Mr. Donald R. Hayes, Director *D. Hayes*
Garage Department

DATE: 01 October 1986

SUBJECT: Leave Time

This is to advise you that as of today, you have now used up your Sick and Compensatory Leave. You have 14.1 hours of Annual Leave left. If you should become ill, or have an emergency which required you to be off in excess of the 14.1 hours --- you would immediately be in a Leave Without Pay Status.

WITNESS:

William H. Jones

ACKNOWLEDGED BY: *James K. Barnes*

C I T Y O F M O N T G O M E R Y

GARAGE DEPARTMENT

Payroll Deduction Authorization

TOOL CONTRACT

V-016

I, James Kenneth Barnes,
(Name - please type)
S. S. # 420-76-7898, do hereby
authorize my employer to deduct \$ 20.00
(minimum - \$20.00)
from my pay until a total of \$ 2,944 59
is attained. Beginning this date: February 21 1985.

SIGNED: James K. Barnes

DATE: 10-11-85

I, John Hooper (co-worker), have this date
(name and relationship)
picked up payroll check for James K. Barnes
(employee)
in the amount of \$ 42.80.

John Hooper
Signature

STATEMENT

Date 27 September 1983

TO WHOM IT MAY CONCERN

Re: Responsibility for personal tools

I, James K. Barnes, acknowledge permission by the Garage Director to provide my personal tools to be used in my assigned duties as a mechanic with the Garage Department, City of Montgomery.

I furthermore acknowledge that I will be solely responsible for the safekeeping and repair of my personal tools. I understand and agree that the City of Montgomery or any of its representatives shall not bear any responsibility for replacing or paying for personal tools that are lost, stolen, misplaced, broken or otherwise rendered unusable.

I have voluntarily agreed to furnish my personal tools and to abide by the aforementioned statement.

Donald R Hayes
Witness

James K. Barnes
Employee

Date 9 September 83To: Mr. James K. Barnes #362

Subject: Assigned Duty Hours

1. Effective 27 September 1983, you are hereby assigned the following duty hours. You are to report to work no later than 7:00 a.m. Monday through Friday. You will have a Hour Day Day 30-minute lunch/dinner period which will be coordinated with your supervisor. Your duty periods ends at 3:30 p.m.
2. Holidays and weekend overtime may have different working hours. Weekend and holiday work schedules will be posted near the time clock reflecting the individuals scheduled for work plus their work hours.
3. Your assigned duties are Automotive Mechanic/ Auto Light Truck Division. From time to time your duty assignment may be changed due to departmental requirements. The Class Specification as outlined in the City and County of Montgomery Personnel Rules and Regulations, Rule V states, in part, the following"They are intended to indicate the kind of positions that are allocated to the several classes, as determined by their duties and responsibilities, and shall not be construed as declaring to any extent, or in any way what the duties or responsibilities of any position shall be, or as limiting or in any way modifying the power of any appointing authority or administrative officer to assign, direct and control the work of employees under his supervision."
4. Mr. Robert F. Wade, your supervisor, will outline your specific duties.

Donald R. HayesDonald R. Hayes, Director
Garage Department

To: All Department Personnel
Subject: Accident Review Board
Purpose: To establish an Accident Review Board and guidelines

Operating Instruction No. 38

1. Effective 23 April 1980 a panel consisting of four (4) persons was designated to investigate, hear evidence from all parties involved, and determine cause of accidents.
2. The Board members make a decision of the liability and responsibility of the parties involved. In cases where negligence is proven to be the cause of an accident, appropriate disciplinary action will be taken against the offender. Disciplinary action taken will be based on the severity of the accident and the degree of negligence involved. Actions taken could be a written reprimand, suspension or dismissal.
3. Members of the Board will consist of the:
 - A. Director
 - B. Assistant Director
 - C. Garage Foreman
 - D. Mechanic
4. A copy of the accident, Board findings and actions taken will be placed in the vehicle folder, individual's personnel folder and one copy sent to Personnel Department, City Hall.

Donald R. Hayes

Donald R. Hayes, Director
Garage Department

*File
03/26/87
ws*

Anderson Health Center, P.C.
1135 HIGHWAY 231 NORTH
WETUMPKA, ALABAMA 36092
PHONE: (205) 567-8429

RETURN TO WORK - SCHOOLDate 3-25-87This is to certify that Ken Barnes

has recovered sufficiently to be able to return to

~~light~~ regular work/school duties on 3-26-87

Restrictions: Dr. Jim G. Anderson

Remarks:

patient will be checked
Thurs. afternoon

TELEPHONE: 567-6109

STATE #8166

DEA #AM 7940770

KRIS McCORMACK, M.D.

1149 HOSPITAL DRIVE

WETUMPKA, ALABAMA 36092

NAME James Ken BarnesDATE 9/3/86

ADDRESS

B

Mr James Ken Barnes is sick and
should be excused from work
tomorrow and Friday.

REFILL 1 2 3 4 5

PRODUCT SELECTION PERMITTED

MD

DISPENSE AS WRITTEN

Kris McCormack MD

MD

has been under my professional care and was totally incapacitated
from 3-23-87 to 3-25-87.

This is to certify that Ken Barnes**DISABILITY CERTIFICATE**Date 3-23-87

*F. 1/5
03/26/87
ws*

EXCUSED ABSENCE

Barnes
under my care for the period
3-7-87
3-9-87
illness. no work
to 3-10-87
this patient's absence was physician
1/10

Instructions:

*4/26/87
01/21/87
ws*

JOSEPH R. BENSON, M.D., P.A.

Office Phone 567-6579

WETUMPKA, ALABAMA

Hours: 9 to 12 and 2 to 4, Closed Wednesday, Saturday P.M.

AFTERNOONS BY APPOINTMENT

For

Address

Date

R
unable to work Aug 18

Thru Aug 22 '1986

~~Dr. Chushing injury~~
~~lt low chest & Lt. flank~~He is able to return to
work - Aug 25, 1986

Joe Benson M.D.

5676579

M.D.

Product Selection Permitted

Dispense

Pharmacist Label All Prescriptions. Refill 5 Times

This prescription is for you for
or by some

MULBERRY FAMILY PRACTICE ASSOCIATES, P.A.

DONALD A. MARSHALL, M.D.
AM-57414411/69651301 Mullberry Street
Montgomery, Alabama
Office Phone 265-7021MONT F. HIGHLEY, III M.D.
AH-3147229/5501PAUL L. CLASSEN, M.D.
AC-1856232/10589GEORGE HANDEY, M.D.
AH-9454339/9823

FOR:

DATE:

OK to return to

Refill 0 1 2 3 4 5 prn

work tomorrow

Had a stomach
bug

Refill 0 1 2 3 4 5 prn

KLQ

PHYSICIAN REPORT OFF JOB INJURY
CITY OF MONTGOMERY

DEPARTMENT

DATE

2/5/87

TIME

EMPLOYEE NAME

Ken Barnes

EMPLOYEE SEEN

OR

(In Office)



(Emergency Room)

X-RAYS

OR



TAKEN.

DIAGNOSIS

Perirectal abscess

TREATMENT

I.E.D. abscess

MEDICATION PRESCRIBED

(Types & Amounts)

Tylenol #3 (24 x 0)

DISPOSITION: Employee

OR

return to work this

date.

TO:

(Normal Duty)

OR

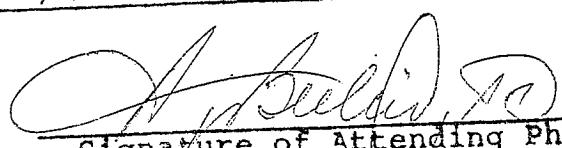
(Light Duty)

If employee cannot return to work this date, please indicate date
expected to return 2/9/87 TO (Normal Duty) OR (Light Duty)

DATE APPROVED BY DOCTOR:

DATE TO RETURN TO DOCTOR:

Feb 12, 3:30 pm



Signature of Attending Physician

REMARKS:

JOSEPH R. BENSON, M.D., P.A.
Office Phone 567-6579
WETUMPKA, ALABAMA

Hours: 9 to 12 and 2 to 4, Closed Wednesday, Saturday P.M.
AFTERNOONS BY APPOINTMENT

For _____
Address _____

Date _____

For _____
Address _____

Date _____

JOSEPH R. BENSON, M.D., P.A.
Office Phone 567-6579
WETUMPKA, ALABAMA

Hours: 9 to 12 and 2 to 4, Closed Wednesday, Saturday P.M.
AFTERNOONS BY APPOINTMENT

For _____
Address _____

Date _____

R
R. Jagger
9/21/87



Talk To MRS. M. Benson
She Confered MR. Barnes was
At DR. Benson Office 9/21/87
R. Jagger

Dr. Jagger - Possible
Jenson (J. R. Benson)
Strength: Barnes
Strength: Benson
Confered DR. Jagger
Office (J. R. Benson)
9/21/87

Talk To MRS. M. Benson
She Confered MR. Barnes was
At DR. Benson Office 9/21/87
R. Jagger

Product Selection Permitted

Dispense As Written

M.D. _____
M.D. _____
M.D. _____
M.D. _____

Product Selection Permitted

Dispense As Written

Pharmacist Label All Prescriptions, Refill 5 Times Unless Otherwise Specified Below. A.B048293
ACS 127

This prescription is for you for this illness. If taken by you for another illness
or by someone else at any time may be dangerous.

REPT. UT. DICT. 1 2 3 4 5 TIMES P.R.N. NON-REP.

06/22/87

OK
as

4143 Atlanta Highway
Montgomery, Alabama
36109

CERTIFICATE FOR RETURN TO SCHOOL OR WORK

DATE 6/18/87

Ken Barnes has been under my care
from _____ to _____ and is able
to return to school on _____

LIMITATIONS/REMARKS:

No leave from work
6/18/87 / 6/19/87

Dr. El-Masri / C. Smith, LPN

FAMILY PRACTICE

4143 Atlanta Highway
Montgomery, Alabama 36109
(205) 271-4503

Shepherd A. Odom, M.D., P.C.

David El-Masri, M.D.

Barnes, Ken has been under my care and is able
to return to work/school on Thurs 1 Sep 88
Seen @ Dr Odom's office 30 Aug 88
Imus 715

Dr.

OdomDate 8-30-88

L.L.
 326 Barnes
 James Barnes
 326 Barnes
 James Barnes

CENTRAL ALABAMA MEDICAL CENTER
 1201 Company St., Wetumpka, Al. 36092 567-4311

For James Barnes Age
 Address Date 9-16-90

B

Please restrict Mr. Barnes
 to light duty only. No heavy
 lifting due to a back injury
 that was treated in our
 emergency room on 9-16-90
 through 9-21-90

ER Director

567-4313

Do Not Substitute

M. Hargan

Substitution Allowed

DEA No. Ala. Reg. #

PLEASE LABEL

REPI. UT. DICT. 1 2 3 4 5 TIMES P.R.N. NON-REP.
 TAKE TO THE DRUG STORE OF YOUR CHOICE

AM-PD 1

CARLTON G. KING, D.M.D., P.A.

5731 WOODMERE BOULEVARD

MONTGOMERY, ALABAMA 36117

File
9-30-88
55DEA REG. NO. AK5677983
LIC. NO. 3050CS

TELEPHONE 277-5401

NAME Ken Barnes AGE _____ADDRESS _____ DATE 9/30/88R Ken had 2 teeth extracted
today. LABEL

REFILL _____ TIMES

, D.M.D.

PRODUCT SELECTION PERMITTED

DISPENSE AS WRITTEN

Tom McClain, D.M.D.

CARLTON G. KING, D.M.D., P.A.

5731 WOODMERE BOULEVARD

MONTGOMERY, ALABAMA 36117

DEA REG. NO. AK5677983
LIC. NO. 3050CS

TELEPHONE 277-5401

NAME Ken Barnes AGE _____ADDRESS _____ DATE 8/29/88R Ken Barnes was a patient here
today at 3:40 LABEL

REFILL _____ TIMES

, D.M.D.

PRODUCT SELECTION PERMITTED

DISPENSE AS WRITTEN

Carlton G. King, D.M.D.

RETURN TO WORK AUTHORIZATION

DONALD A. MARSHALL AND C. KIRVEN ULMER, M.D.

1801 Pine Street, Suite 101 • Montgomery, Alabama 36106
269-9026 • 293-8000

Date

8-27-91

This is to certify that

James Barnes

has now recovered sufficiently to be able to return to (light) (regular) work duties on 8/29/91

Restrictions: Pt was seen in our office and
was diagnosed with gastritis and
Remarks: is medically released from work until
July 8/29/91

Dr. C. Kirven Ulmer and D.O.

RETURN TO WORK AUTHORIZATION

DONALD A. MARSHALL AND C. KIRVEN ULMER, M.D.
1801 Pine Street, Suite 101 • Montgomery, Alabama 36106
269-9026 • 293-8000

Date

6/25/91

This is to certify that

Ken Barnes

has now recovered sufficiently to be able to return to (light) (regular) work duties on

Restrictions: May not return to work until
Friday 6-28-91 due to lumbar sacral strain

Remarks:

Dr. C. Kirven Ulmer M.D.

RETURN TO WORK AUTHORIZATION

DONALD A. MARSHALL AND C. KIRVEN ULMER, M.D.

1801 Pine Street, Suite 101 • Montgomery, Alabama 36106
269-9026 • 293-8000



Date

10/18/90

This is to certify that

James Barnes

has now recovered sufficiently to be able to return to (light) (regular) work duties on 10/19/90

Restrictions:

Remarks: Dx: frontal sinusitis

Dr. Ulmer M.D. BR

MEMORANDUM

TO: Mr. Ken Barnes

FROM: Mr. Terry H. Gaddis, Director
City Shops Department

DATE: 15 May 2002

SUBJECT: Assigned Vehicle/Unit(s)

This letter is in compliance with Operating Instruction No. 21 – Care and Maintenance of Department vehicles.

The following Small Fork Lift(s), 4800-1312, are being assigned to you as primary provider for care and maintenance, effective 15 May 2002. The unit(s) assigned to you will be inspected once a week to determine compliance with the Operating Instructions. Items such as gear shift knobs, turn signal, knobs, tire pressure, wiper blades, upholstery, exterior and interior cleanliness, lights, etc., will be of particular importance, as are the other requirements in the Operating Instruction.

Should, during the course of a follow-up inspection by the Director, Assistant Director or Foreman, it is found that items are missing, broken, not functioning, or in a state of neglect, you will be held peculiarly liable for the cost to repair or replace the items. Therefore, it is in your best interest to carefully inspect the vehicle/unit assigned to you and have any discrepancy repaired.

Additionally, a checklist is available in the Vehicle Administration Office, which will be used during your inspection. This checklist will be turned-in to your Foreman upon completion of your inspection/work. After the Foreman's review, he will forward the checklist to the Assistant Director for his review prior to filing by the clerk. If discrepancies are found during your inspection, the Foreman will forward a copy of the checklist to the Production Controller so a repair order can be initiated to make repairs. The day of the week you make your inspection is an individual choice; however, if you are not the primary operator of the vehicle, coordinate the time and availability with the primary operator. A vacuum cleaner is available outside the paint booth for keeping the interior of the vehicle clean – use it.

The Foreman of your Division will randomly inspect this vehicle to ensure compliance. Our vehicles are very expensive and essential for accomplishing the mission of our Department, so take the pride and responsibility in maintaining your assigned vehicle to the highest standards.

cc: Mr. Royce Albright, Foreman
Auto Light Equipment Division

M E M O R A N D U M

TO: Mr. James K. Barnes #362

FROM: Mr. Terry H. Gaddis, Director
City Shops Department

DATE: 16 February 1996

SUBJECT: Assigned Vehicle/Unit(s)

This letter is in compliance with Operating Instruction No. 21--
Care and Maintenance of Department vehicles.

The following Vehicle, 4800-1312, is being assigned to you, effective 20 February 1996, for care and maintenance. The unit(s) assigned to you will be inspected once a week to determine compliance with the Operating Instructions. Items such as gear shift knobs, turn signal knobs, tire pressure, wiper blades, upholstery, exterior and interior cleanliness, lights, etc., will be of particular importance, as are the other requirements in the Operating Instruction.

Should during the course of a follow-up inspection by the Director or Assistant Director, it is found that items are missing, broken, not functioning, or in a state of neglect, you will be held peculiarly liable for the cost to repair or replace the items. Therefore, it is in your best interest to carefully inspect the vehicle/unit assigned to you and have any discrepancy repaired.

Additionally, a checklist is available in the Administration Office, which will be used during your inspection. This checklist will be turned-in either to the Director or Assistant Director upon completion of your inspection/work. Day of the week is an individual choice; however, if you are not the primary operator of the vehicle, coordinate the time and availability with the primary operator. A vacuum cleaner is available outside the paint booth for keeping the interior of the vehicle clean -- use it.

The Foreman of your Division will also inspect this vehicle to ensure compliance. Our vehicles are very expensive and essential for accomplishing the mission of our Department, so take the pride and responsibility in maintaining your assigned vehicle to the highest standards, and let's set a goal to ensure our City Shops vehicles "OUTSHINE" all other Departments!

cc: Mr. Thessalonia Kendrick, Foreman
Auto/Light Truck Division

FORM 5

Submit in Triplicate

CITY AND COUNTY OF MONTGOMERY
PERSONNEL DEPARTMENT
PERSONNEL REQUISITION, CERTIFICATION, AND APPOINTMENT

REQUISITION

To: Personnel Department

Date 8-31-83

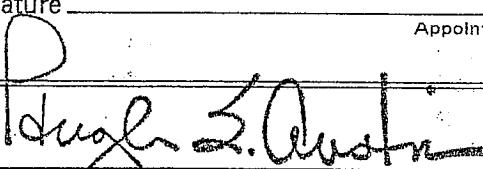
Please certify the names of persons eligible for the following position:

Title	Compensation	Temporary	Permanent
AUTO MECHANIC-SMALL GAS ENGINES	\$13,345	\$513.12	

() Replacement of John W. Johnson() New PositionDate 9/8/83

Signature

Appointing Authority



Funds are available

Date SEP 09 1983

Disbursing Officer

CERTIFICATION TO:**GARAGE AND SHOPS**

In response to your request, the names of the following persons who are eligible for appointment are hereby certified. In making appointments, it is advisable, though not essential, that you interview all eligible persons certified.

Name	Address	Phone	Age	Grade
------	---------	-------	-----	-------

APPOINTMENT

TO: Personnel Department

From Garage

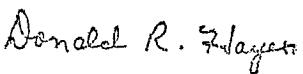
Department

From the certification above, the following person has been appointed:

Name	Effective Date	Temporary	Permanent
James K. Barnes	<u>9/27/83</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Appointed by Emory Johnson

Appointing Authority

Date SEP 09 1983

Date 9/8/83

Department Head

Approved by Frank Johnson

Personnel Director

Date 9/12/83

AUTOMOTIVE MECHANIC

NATURE OF WORK

This is skilled mechanical work of the journeyman level in the maintenance and repair of automotive and related equipment, requiring a high degree of technical ability as this relates to motor or major assembly rebuilding.

The work requires more than average ability for speedy and quick performance in automotive repair work on automobiles, buses, trucks, and similar equipment. Employees work under general direction and supervision and are expected to exercise independent judgment as to the method of repair after receiving written or oral instructions concerning the operating condition of a piece of equipment. Work may be inspected or tested by a foreman after work is completed.

EXAMPLES OF WORK (Any one position may not include all of the duties listed nor do the listed examples include all tasks which may be found in positions of this class.)

Rebuilds gasoline and diesel engines, air compressors, door engines and door valves, fitting and adjusting bearings and timing valves.

Tests and adjusts engines, fuel injection system, fuel or oil-supply pump and governor.

Rebuilds rear ends and other assemblies on automobiles, buses, trucks, and similar equipment, including transmissions, differentials, drive lines and clutches.

Keeps simple records of work performed.

Performs related work as required.

REQUIREMENTS OF WORK

Ability to perform heavy lifting and other strenuous physical task over extended periods of time.

Ability to diagnose defects in and repair automotive equipment.

Ability to understand and effectively carry out oral and written instructions.

Ability to establish and maintain effective working relationships with other employees.

Ability to secure a chauffeur's license.

Considerable knowledge of the methods, materials, tools and standard practices of the automotive mechanic's trade.

Considerable knowledge of the principles of operation of internal combustion engines.

Considerable knowledge of the hazards and safety precautions of the trade.

Skill in the care and use of tools employed in all phases of automotive repair and maintenance.

DESIRABLE EXPERIENCE AND TRAINING

Considerable experience as a journeyman automotive mechanic or completion of a recognized apprenticeship in this work; and completion of the tenth school grade.

CHECKLIST FOR PROCESSING NEW EMPLOYEE

CONFIDENTIAL EMPLOYEE HISTORY FOLDER

COPY OF JOB DESCRIPTION

360 ASSIGNED DUTY HOURS FORM

ASSIGN TIME CARD (USE RADIO CALL/TOOL CHIT NUMBER) #362

(1) LOCATOR CARD*

2 3 x 5 CARDS (1 FOR ALPHABETICAL CARD FILE, 1 FOR MERIT INCREASE FILE)

N/A (1) W-4 FEDERAL TAX FORM*

N/A (1) A-4 STATE TAX FORM*

N/A (1) TRAVELER'S SUPPLEMENTAL INSURANCE CARD (YELLOW)

N/A (1) RETIREMENT MEMBERSHIP FORM

(1) PASS TO CITY LOT (NIGHT-DAY PHONE NUMBER)

N/A (1) BLUE CROSS HOSPITALIZATION APPLICATION CARD (WHITE)

N/A (1) EMPLOYEE ACTIVITY CARD (BLUE)

N/A (1) BLUE CROSS BENEFITS BOOKLET

DRIVERS LICENSE NUMBER 3116609 EXPIRATION DATE 09/02/87

EMPLOYEE READS OPERATING INSTRUCTIONS AND SIGN OI CARD

CLOTHING SIZES: PANTS: W L ; SHIRTS: 16

PERSONNEL HISTORY FORM

N/A PAYROLL COMPUTER NEW HIRE INPUT FORMS

N/A PAYROLL COMPUTER INSURANCE HISTORY FORM

ADMINISTRATIVE OFFICE WILL CONTACT SAFETY SUPERVISOR AT EXT. 368 FOR EMPLOYEE TO BE SCHEDULED FOR CITY DRIVER'S LICENSE

EMPLOYEE IDENTIFICATION CARD FOR FUEL SYSTEM #

James K. Barnes
NAME

Auto Mechanic /
Auto Light / Truck
POSITION

9/27/83
DATE PROCESSED

*Make 1 photocopy of each and place in Personnel Folder

DATA FOR PAY ROLL

1. NAME: BARNES, James K.

2. SOCIAL SECURITY NO. 4 2 0 7 6 7 8 9 8
²⁰⁵

3. HOME PHONE NO. 567-430-7 4197

4. SPOUSE'S NAME: SUE Owens Barnes

5. FATHER'S NAME: Jim Robison

6. MOTHER'S MAIDEN NAME: MAY NELL Robison

7. WORK ASSIGNMENT: Auto Mech. - Small Ctry DATE: 07-27-63

8. DIVISION: AU

9. SHIFT: 0700-1530

10. DATE OF LAST PHYSICAL 4-18-82

11. HEIGHT: FEET 5 INCHES 8 WEIGHT: POUNDS 198

12. BLOOD TYPE:

IN CASE OF EMERGENCY, NOTIFY:

1. NAME May Nell Robison RELATIONSHIP M
PHONE # 205-2729133

OTHER #

2. NAME Gail Barnes RELATIONSHIP S
PHONE # 834-9914

OTHER #

RELATIONSHIP CODES:

CODE	DESCRIPTION
A	AUNT
B	BROTHER
C	CHILD
F	FATHER
G	GUARDIAN
H	HUSBAND
M	MOTHER
O	OTHER
S	SISTER
U	UNCLE
W	WIFE

STATE OF ALABAMA)

COUNTY OF MONTGOMERY)

AGREEMENT

THIS AGREEMENT made this the 21st day of February,
1985, James K. Barnes, an employee of the
City of Montgomery, Department of Garage and Shops (hereinafter
referred to as "purchaser") and the City of Montgomery,
Alabama, a municipal corporation (hereinafter referred to as
"City") witnesseth:

WHEREAS, the City is desirous that its employees in the
Department of Garage and Shops purchase and retain ownership
of mechanics' tool sets so that said tools can and will be
used by such employees in carrying out their job with the
City; and

WHEREAS, the purchaser is a mechanic employed by the
City of Montgomery, Department of Garage and Shops and is
desirous of purchasing from the City of Montgomery a tool
set; and

WHEREAS, the purchaser intends and requests that the
City deduct a sum of \$20.00 bi-weekly from the purchaser's
accumulated wages until such time as the indebtedness, subject
to no interest, has been satisfied in the amount of \$2,944.59
dollars; and

WHEREAS, the purchaser understands that the tool set
and/or tools are not to be removed from the Garage and Shops
Department until the entire indebtedness has been satisfied;
and

WHEREAS, the superintendent of the Garage and Shops and/
or his representative shall from time to time conduct a
physical inventory of all tools; and

WHEREAS, if it is determined that any items are missing, such items shall be replaced at the expense of the purchaser; and

WHEREAS, in the event the purchaser's employment with the City of Montgomery is terminated either voluntarily or involuntarily before the indebtedness is satisfied, the tool set will be inventoried and any missing tools will be replaced from funds previously paid against the indebtedness by the purchaser and after the Superintendent of the Department of Garage and Shops is reasonably satisfied that all items have been replaced, the purchaser will be reimbursed the balance resulting from the sum total of his payments minus any deductions for the replacement of missing inventory; and

WHEREAS, if it is determined by the superintendent of the Department of Garage and Shops that the purchaser is undergoing a legitimate hardship and is unable to continue payment against his indebtedness for the tools he shall have the option of assigning the balance of the indebtedness with title to the tools to another employee of the Department of Garage and Shops willing to accept the indebtedness or he may assign the tools and the balance of the indebtedness back to the Department of Garage and Shops.

NOW THEREFORE, IN CONSIDERATION of \$2,944.59 Dollars, and other valuable consideration in hand paid by the purchaser and the City, the receipt and sufficiency of which is hereby acknowledged, it is understood and agreed by the parties as follows:

1. The purchaser shall be issued a set of tools with an inventory of said tools to be attached as Exhibit "A" and incorporated herein as a part of this agreement.
2. The purchaser hereby agrees to incur an indebtedness for such tools in the amount of \$2,944.59 Dollars and hereby authorizes the Department of Finance for the City of Montgomery

to deduct bi-weekly payments in the amount of (\$20.00) Twenty Dollars from his accumulated wages bi-weekly.

3. It is understood and agreed that until the indebtedness is satisfied the City of Montgomery shall retain complete ownership to all tools and the purchaser is responsible for any inventory loss.

4. It is also understood and agreed that one of the purposes for the City of Montgomery to enter into this agreement is so that the employee will use the tools purchased under the agreement to fulfill his job with the City and that if the employee fails to use the tools accordingly prior to satisfying the indebtedness, this agreement is terminated and full possession of the tools reverts to the City.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the date first above written.

This contract combines and replaces all previous contracts signed by Mr. Barnes. Combined amount \$1,729.59, total \$2,944.59:

Cheryl Stephens
WITNESS

James K. Barnes
Employee, Department of Garage and Shops

William H. Jones
WITNESS

Donald R. Hayes
Donald R. Hayes, Superintendent
Department of Garage and Shops

to deduct bi-weekly payments in the amount of (\$20.00) Twenty Dollars from his accumulated wages bi-weekly.

3. It is understood and agreed that until the indebtedness is satisfied the City of Montgomery shall retain complete ownership to all tools and the purchaser is responsible for any inventory loss.

4. It is also understood and agreed that one of the purposes for the City of Montgomery to enter into this agreement is so that the employee will use the tools purchased under the agreement to fulfill his job with the City and that if the employee fails to use the tools accordingly prior to satisfying the indebtedness, this agreement is terminated and full possession of the tools reverts to the City.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the date first above written.

This contract combines and replaces all previous contracts signed by Mr. Barnes. Combined amount \$1,729.59, total \$2,944.59.

Cheryl Stephens
WITNESS

James K. Barnes
Employee, Department of Garage and Shops

William H. Jones
WITNESS

Donald R. Hayes
Donald R. Hayes, Superintendent
Department of Garage and Shops

M E M O R A N D U M

Tools Bought on Garage Tool Program

Purchase Order #54701

Date: January 22, 1985

Inventory:

1 each	#9RY65034N	Sears Tools Box	\$ 525.00
1 set	#9RY4362	Crow Boot	30.00
1 set	#9RY4342	Regular Socket	12.85
1 set	#9RY44438	Deep Socket	21.00
1 set	#9RY43812	Socket	25.50
1 set	#9RY4967	Metric Wrench	60.00
1 set	#9RY46283	Hex Key Set	3.25
1 set	#9RY46696	Hex Set	6.00
1 set	9GT43036	Punch Set	21.50
1 each	9GT42892	Wedge Bar	9.50
1 each	9GT4283	Pry Bar	7.70
1 each	9RY6567	Cutter	19.70
1 each	9RY4319	Cotter Key Puller	3.68
1 set	9RY4159	Screwdriver Set	25.70
1 set	9RY41401	Torx Driver	12.85
1 set	9RY4196	Nut Driver	17.00
1 each	9GT30844	Pipe Wrench	25.70
1 each	9RY95072	Knife	10.20
1 each	9RY38467	Hammer	12.85
1 each	9GT7473	Rivetor	18.85
1 set	9GT52151	Tap and Dies	109.00
1 each	9GT45164	Stethoscope	7.70
1 each	9GT46905	Puller	17.00
1 each	9GT46906	Puller	30.00
1 each	9GT6092	Electric Tool	10.20
1 each	9GT61002	Power Tool	34.00
1 each	9GT25008	Cutter	3.25
1 each	9GT25031	Polishing Comp.	1.45
1 each	9GT25033	Polishing Wheel	1.45
1 set	9GT25025	Cutting Wheel	3.25
1 set	9RY6819	Drill Set	42.86
1 each	9RY1004	Drill	34.20
1 set	9RY20616	Extension & Bit	12.00
1 set	9RY45279	Pliers	18.85
1 each	9RY38461	Hammer	8.50
1 each	9RY38465	Hammer	10.20
1 each	9GT47641	Hand Impact	14.50
1 each	9GT47626	Harmonic Puller	12.85
1 each	9GT4133	Magnetic Pick-up	3.40
1 set	9RY67063	Stop Collar Set	8.50
1 each	9RY2791	Drill Cordless	120.00
1 each	9GT82391	AC-DC Tester	79.00

Total - - \$1,450.99

